



Report of the Assam Pay Committee, 1956



1957

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CHAPTER I

Introductory

In the June Session of the Assam Legislative Assembly held in 1955, Sriman Prafulla Goswami moved a resolution recommending the appointment of a Committee to examine the present pay scales of Government servants and to recommend necessary changes for consideration of Government. The resolution was adopted by the Assembly. In his reply, Shri Motiram Bora, Minister for Finance and Revenue announced in the following words Government's decision to appoint a Committee to consider the question of a general revision of scales of pay of Government servants in Assam :

"Mr. Speaker, Sir, my friend, Mr. Goswami, by bringing forward this resolution, has given an opportunity to Government to state Government's point of view in this matter, and I, therefore, thank him for this. This resolution appears to represent the opinion of a major section of the people especially those who come under the category of low-paid officers. There has been, of late, a great demand coming from various quarters for establishment of the Pay Committee in this State. Prominent Congressmen and various Congress Organisations have also given their unqualified support to this move to have a Pay Committee afresh. The Avadi Resolution also strengthens the position of the mover for having a Pay Committee established as early as possible. It has been urged from various quarters that the existing pay structure is not based on a principle of equity. It is said that there are flaws, anomalies and inconsistencies in the existing pay structure. It has, therefore, been urged to have a new Pay Committee to go into the whole question so that the pay structure that we want to have can be based on some equitable principle."

"The question, of course, is not an easy one. It bristles with very many difficulties and it involves some delicate consideration as well. It may need a very comprehensive enquiry and a detailed and prolonged examination of the whole question from various angles." Concluding his speech, the Finance Minister announced that taking an overall view of the situation Government had decided to accept the resolution in principle.

Accordingly, in a Press Note issued on 18th July 1955, the constitution of the Pay Committee was announced as follows :—

1. Shri Motiram Bora, M.A., B.L., Minister-in-charge of Finance and Revenue, etc.—*Chairman*.
2. Shri Bijoy Chandra Bhagavati, M.L.A.
3. Shri Bimala Kanta Borah, B.A. (Cal.), L.L.B. (All.); Advocate, M.L.A.
4. Shri Mahendra Nath Deka, B.L., Advocate, M.L.A.
5. Shri Muhammad Umaruddin, B.A., M.L.A.
6. Shri S. K. Datta, I.C.S., Chief Secretary to the Government of Assam.
7. Shri M. N. Goswami, M.A., B.L., Ph.D., I.A.S., Secretary to the Government of Assam, Finance Department—*Member Secretary*.

The terms of reference to the Committee were as follows :—

(1) To enquire into the present scales of pay and allowances in all branches of Government service and to make suggestions for their revision in order to ensure rationalisation, simplification and uniformity to the fullest extent possible.

The Committee will be expected to make recommendations which will, as far as possible, secure a decent living wage to public servants in consonance with the nature of the duties entrusted to them, while not putting an undue strain on the finances of the State keeping in view the heavy developmental expenditure.

(2) To recommend model scales of pay for essential non-Government services, such as the employees of local bodies and teachers in recognized educational institutions.

(3) To consider whether the dearness allowance of Government servants should continue as such or should be merged in part, or in full, in the revised scales of pay.

(4) Such other connected and incidental questions as Government may require the Committee to examine.

The Committee will be free to adopt the procedure that is likely to lead to an early and successful termination of their labours. The Government desire that the Committee submit their report with recommendations within six months.

At the first meeting of the Pay Committee held on the 1st August 1955 the procedural matters were discussed and the general plan of the enquiry was approved. A questionnaire with 13 questions covering the terms of reference was adopted. It was decided to circulate the questionnaire to all Government Departments and recognized Service Associations inviting written replies thereto. The Committee also agreed to consider replies to the questionnaire or memoranda received from groups of Government servants not represented by any Association, or individuals or public organisations interested in the enquiry. Accordingly, a Communique was issued on the 3rd of August 1955 inviting Government Departments, recognized Service Associations, groups of Government servants, individuals or organisations interested in the subject to submit, in duplicate, replies to the questionnaire and memoranda to the Secretary to the Committee before the 15th September, 1955. A copy of the Communique together with the questionnaire is reproduced as Appendix I to this report.

Replies to the questionnaire were received from 46 Associations, 9 Heads of Departments, 4 Heads of Institutes, 3 Members of Parliament and M. L. As. 8 Individuals. A brief analysis of the replies will be found in Appendix II.

At the next sitting of the Committee held on the 16th and 17th of December, 1955, the replies and memoranda were considered and the programme for the different phases of the enquiry was laid down. The Committee decided to take oral evidence from January 1956. The dates of oral examination and the list of witnesses examined on different dates are given in Appendix III.

The Committee met again from 24th to 26th July 1956 to review the results of the enquiry, discuss the evidence and formulate their views on the terms of reference. At the last sitting of the Committee held on 5th, 6th, 7th and 8th August, 1956 the draft report was discussed and finally adopted.

Shri S.K. Datta attended only the first sitting of the Committee. He went on leave with effect from 1st December, 1955. His place in the Committee was taken by Shri A. N. M. Saleh, Chief Secretary to the Government who was formally appointed a Member of the Committee by Government by Notification No.FE.67/55/42, dated 7th December, 1955. Unfortunately, Shri Saleh also could not attend all the meetings of the Committee as he had to be busy with official matters requiring urgent attention. Shri V.N. Singh, Accountant General, attended the Meeting of the Committee on 26th July 1956 by special invitation.

CHAPTER II

The Organisation of the Services and Pay Structure

The State Services are broadly divided into four classes. The lowest class is known as Class IV. The last Pay Committee appointed by the Assam Government in 1947 recommended that all grades of posts which carried a maximum pay not exceeding Rs. 45 should be included in Class IV. From the Pay Scales suggested by the Committee it appears that generally Orderlies, Peons, Process Servers, Duftries, Jamadar Chaprasis, Constables and Warders were included in this category. The State Government accepted these recommendations. Subsequently, the posts of Barbers, Night Attendants, Type Suppliers, Ink Boys, Fly Boys, Animal and Technical Attendants, packers sealers and labellers were also included in Class IV. Generally speaking, the fourth grade comprises the unskilled and unlearned employees. The last Pay Committee recommended three different scales for this category of posts:

- (1) Rupees 22—28 for Orderlies and Peons.
- (2) Rupees 25—30 for Process Servers, Duftries and Jamadar Chaprasis other than those of the Secretariat.
- (3) Rupees 28—40 for Constables, Warders and Secretariat Duftries and Jamadar Chaprasis.

These scales were approved by the State Government. In addition, two new scales were sanctioned for Class IV employees:—

- (4) Rupees 25—35 for Dressers, Barbers, Night Attendants, Type Suppliers, Ink Boy and Fly Boy.
- (5) Rupees 25—40 for Animal and Technical Attendants, Sealers and Labellers.

The pay scale of Class IV Government servants and other non-gazetted servants drawing pay in scales ending at Rs. 100 or below were revised in 1954. As a result of this revision, the scales of Class IV employees were changed to:—

- (1) Rupees 25—35 for Chaprasis, Orderlies and Peons (all offices) including Office Chowkidars.
- (2) Rupees 28—40 for Process Serving Peons, Duftries other than those in the Secretariat, Jamadar Chaprasis other than those in the Secretariat.
- (3) Rupees 30—40 for Duftries and Jamadar Chaprasis in the Secretariat.

The Constables and Warders were put in a different category within the same grade. Their pay scale was revised to Rs. 33—45. There are at present 29,683 employees belonging to Class IV.

The Class III of the State Services comprises two different categories of posts: The Subordinate Executive and Ministerial. The minimum educational qualification of a ministerial officer in District Offices is the Matriculation Certificate. In the Heads of Departments and the Secretariat the minimum qualification is the Intermediate Certificate. There are two grades of ministerial posts in the District Offices, Heads of Departments and the Secretariat: Upper Division and Lower Division. In the District Offices and offices of Heads of Departments, Upper Division posts are filled up by promotion from Lower Division Assistants. In the Secretariat, 75 per cent of the Upper Division posts are filled up by promotion and the remaining 25 per cent by direct recruitment.

The Subordinate Executive Service also has two broad categories of posts: Upper and Lower Subordinates. Overseers, Rangers and Assistant Co-operative Officers fall in the Upper category while Demonstrators, Field Assistants and Mohurrirs belong to the Lower category. In several Departments there are posts which occupy intermediate positions.

The educational qualifications required in Upper Subordinate Executive posts vary from Department to Department. In Education, Co-operative, Statistics, Labour and Taxation Departments, the minimum educational qualification is a degree in Arts or Science, in Agriculture Department a degree in Agriculture, in Public Works Department, Forests, Veterinary and Medical Departments a Certificate or a License in a recognised course. For the Lower Subordinate Executive posts correspondingly lower educational or special qualifications are required. In the Departments of Public Works Department, Forests, Agriculture, Veterinary, Revenue and Education, the recruits are trained in Institutions maintained specially for the purpose by Government.

The last Pay Committee recommended 92 different scales of pay for Executive Subordinates and ministerial officers. Some of the typical scales suggested by the Committee were:—

Rupees 35—50 for Mandals.

Rupees 40—80—for Demonstrators in Agricultural and Veterinary Departments, Untrained Mohurrirs, Compounders, Rural Health Inspectors, Assistant Sub-Inspectors of Excise, Drivers of Engines, Fitters, Blacksmiths, Carpenters of the lowest grade and Laboratory Assistants.

Rupees 50—100—Lower Division Assistants in District Offices.

Rupees 60—80—Supervisor Kanungos.

Rupees 65—150—Lower Division Assistants in Head of Department Offices.

Rupees 75—120—Trained Mohurrirs, Intermediate passed teachers, Normal passed teachers in High Schools.

Rupees 75—125—Deputy Rangers, Assistant Agricultural Inspectors, Assistant Farm Managers, Veterinary Field Assistants, Fitters, Moulders, Turners of the first grade.

Rupees 75—175—Lower Division Assistants in the Secretariat.

Rupees 100—180—Rangers Grade III.

Rupees 150—225—Rangers Grade II.

Rupees 225—275—Rangers Grade I.

Rupees 100—250—Graduate teachers, Sub-Registrars, Sub-Inspectors of Schools, Demonstrators in Cotton College, Agricultural Inspectors, Veterinary Assistant Surgeons, Livestock Inspectors, Farm Managers, Scientific Assistants, Co-operative and Sericultural Inspectors, Cottage Industries Instructors, Statistical Inspectors, Sub-Assistant Surgeons (Medical) and Labour Investigators.

Rupees 120—275—Overseers, Computers, Draftmen, Sub-Assistant Surgoens (Public Health).

Rupees 175—300—Jailors.

Rupees 175—350—Inspectors of Police.

These scales were approved by Government. With the expansion of activities of the Government Departments under the Five Year Plan new posts had to be sanctioned. In many cases the new posts introduced new scales also with the result that to-day there are 25,353 posts with 169 different scales of pay in Class III Services.

The gazetted posts are divided into two classes: Class I and Class II. In the Education, Agriculture and Veterinary Departments there are duly constituted Class II Services. There is a Class II Service in the State Civil Service also. In other Departments there is no Class II Service as such and all the senior executive and administrative posts belong to one category, the Gazetted Service. The minimum qualification for direct appointment to a gazetted post is ordinarily a degree. For teaching posts of higher category in the Departments of Education, Medical, Engineering and Agriculture, post-graduate qualifications are required.

The last Pay Committee recommended 30 different scales of pay for gazetted posts in Class I and Class II. Some of the typical scales recommended by the Committee were:—

Rupees 150—450—Revenue Service Class II, Assistant Director of Surveys, Superintendent of Sericulture, Superintendent of Weaving.

Rupees 175—450—Class II Education Service.

Rupees 200—400—Subdivisional Officers, Public Works Department, Head Computers.

Rupees 200—500—Assistant Surgeons.

Rupees 200—600—Assistant Conservator of Forests, District Medical Officer of Health, Assistant Registrar of Co-operative, Assistant Engineers.

Rupees 150—600—Agricultural Income-Tax Officers, Superintendents of Excise, Deputy Superintendents of Police.

Rupees 200—450—Agricultural Service Class II.

Rupees 240—650—Judicial Service Class II.

Rupees 250—750—Assam Civil Service Class I, Agricultural Service Class I.

Rupees 300—600—Deputy Director of Sericulture, Principal of Jorhat Technical School.

Rupees 400—600—Registrar, Secretariat.

Rupees 400—850—Under-Secretaries (Outsiders).

Rupees 450—800—Examiner of Local Accounts, Director of Veterinary.

Rupees 600—900—Assistant Commissioner of Taxes, Deputy Director, Assam Surveys, Divisional Forest Officers, Assistant Secretary, Additional Superintendent of Police, Civil Surgeons, Deputy Director of Public Health, Executive Engineers, Assam Civil Service Class I (Junior).

Rupees 800—1,100—Superintendent of Police, Labour Commissioner, Chief Inspector of Boilers, Superintending Engineer.

Rupees 800—1,150—Additional District Magistrates, Deputy Secretary.

Rupees 800—1,250—Chief Electrical and Factory Inspector.

Rupees 1,000—1,500—Assam Civil Service Class I Senior Grade, Heads of Major Departments other than Public Works Department and Police, Secretaries to Government.

Rupees 1,200—1,500—Chief Engineer and Inspector General of Police.
Government accepted these scales with the following modifications :—

The scale of Assam Civil Service Class I Senior Grade and Legal Remembrancer was fixed at Rs.850—1,500. The scale of the Deputy Secretaries and Additional District Magistrates was changed to Rs.800—1,150. No separate scale was sanctioned for Assam Civil Service Class I Junior Grade. A member of the Service holding independent charge of a Subdivision was to get a special pay of Rs.100 per mensem. The scales of Secretary, Legislative Assembly and Superintendent of Police were changed to Rs.600—1,000. The Assistant Director of Public Health was given the scale of Rs.400—800. The District Medical Officer of Health and the Malariologist were given the scale of Rs.250—600. The scale for Deputy Registrar of Co-operative Societies and Deputy Director of Sericulture and Weaving was fixed at Rs.250—700.

At present there are 88 scales in the gazetted Services Class I and Class II. The total number of gazetted posts under the Government is 2,132.

CHAPTER III

General considerations and recommendations

The Committee have been asked to make recommendations which will, as far as possible, secure a decent living wage to public servants in consonance with the nature of the duties entrusted to them, while not putting an undue strain on the finances of the State, keeping in view the heavy developmental expenditure. A decent living wage is the legitimate expectation of all Government employees including the lowest paid employees. In interpreting this item of the terms of reference, the Committee had to keep in view the Avadi Resolution of the Congress to which reference was made both by the mover of the resolution in the Assembly demanding the appointment of this Committee and the Finance Minister in his reply. As defined in the Avadi Resolution, the goal of economic policy in the country to-day is the achievement of the socialist pattern of society. In a socialist pattern of society the benefits of economic development must accrue more and more to the relatively less privileged classes and there should be a progressive reduction of the concentration of incomes, wealth and economic power.

"The accent of the socialist pattern is on the attainment of positive goals: the raising of living standards and the enlargement of opportunities for all, the promotion of enterprise among the disadvantaged classes and the creation of a sense of partnership amongst all classes of the community—Economic policy and institutional changes have to be planned in accordance with the democratic and egalitarian ideals which the country cherishes and is resolved to pursue" (Draft Outline of the Second Five Year Plan, Paragraph 10).

In the opinion of all the representatives and Heads of Departments who gave evidence before the Committee, the minimum pay of a Government servant of the lowest category in Assam is not sufficient to secure for him a living wage at current prices.

Several Associations and Heads of Departments gave their own estimates of the living wage which varied from Rs.75 to Rs.130 per mensem. The Committee asked the Director of Statistics to calculate the monthly expenditure on one consumption unit at minimum wage standard. According to his estimate the total monthly expenditure on one consumption unit at prices ruling in 1955 was Rs.26-6-0. By June this year food prices have gone up by about 10 per cent. Adding 10 per cent to the above estimate the expenditure on one consumption unit at current prices works out to roughly Rs.29 per mensem. Before 1st April 1954 the lowest scale of pay admissible to a fourth grade Government servant was Rs.22—28. It has since been raised to Rs.25—35. Thus the minimum pay of an employee in this category to-day is Rs.25. He gets the following allowances in addition to basic pay :—

									Rs. a. p.
Dearness Allowance	...	...	...	...	...	...	...	...	10 0 0
Extra Dearness Allowance	...	...	...	...	...	...	...	...	6 0 0
Cash Allowance	...	...	...	...	...	...	...	...	13 8 0

In all, he draws Rs.54-8-0 per month as his total emoluments. Government servants posted in the Khasi and Jaintia Hills get higher rates of Dearness Allowance varying from 10 per cent to 5 per cent according to pay slabs upto a pay limit of Rs.250 per mensem. As a result of these concessions, the total emoluments of a fourth grade Government servant at the minimum of the scale amount to Rs.57-8-0 in the Khasi and Jaintia Hills and Rs.54-8-0 in the rest of the State. The *per capita* national income of Assam has been estimated at Rs.241, which is equivalent to Rs.603 per engaged person. In other words, the average income of an engaged person in the State is Rs.50 per mensem, which is less than the total emoluments of a Government servant of the lowest category. A marked improvement in the living standards of the low-paid Government servants cannot be secured without a substantial increase in the State national income. The Committee feel, that within the limits of the present national income, the State Government cannot pay more than the value of two consumption units to its lowest servant at minimum wage standard. They recommend that the minimum of the scale of the fourth grade Government servant of the lowest category should be fixed at Rs.28 per month. With Dearness Allowance and Cash Allowance his total emoluments will be Rs.61-8-0 in the Khasi and Jaintia Hills and Rs.58-8-0 in the rest of the State. This is for new entrants. For the benefit of existing employees the Committee propose to recommend advance increments subject to a minimum of Rs.5 which will raise their total emoluments proportionately.

It is a common complaint that the gap between the lowest and the highest pay of Government servants is unnecessarily wide. Several representatives of Associations demanded before the Committee that the disparity should be removed and that the ratio of highest pay to the lowest should not be more than 10 to 1. The question of the maximum salary of a public servant is part of the wider question of the ceiling on individual income. The last Pay Committee fixed the maximum salary of a Government servant in the State at Rs.1,500. This was

accepted by Government. At present there is no regular scale of pay which exceeds the limit of Rs.1,500 p.m. Higher salaries have been allowed to a few persons appointed on contract. This will continue so long as there is demand for candidates with higher technical and specialised qualifications. As regards the highest income of a Government servant there is general agreement that it should bear some relation to the average *per capita* family income. The Taxation Enquiry Commission suggested 30 times the prevailing per family income as a reasonable ceiling on net personal incomes after tax, and the Planning Commission thinks that it is necessary to advance towards this objective by stages. A Government servant drawing the maximum pay of Rs.1,500 is not entitled to dearness allowance. He has to pay income-tax and professional tax at the rate of Rs.150 p.m. This leaves a net income of Rs.1,350 to him. A Government servant of the lowest category will, as a result of the Committee's recommendations, earn a tax-free income of Rs.58-8-0 p.m. The ratio of his income to the income of the State Government servant drawing the highest pay will be 1 to 23 which is less than the ratio considered reasonable by the Planning Commission. The Committee decide not to touch the present ceiling on the highest pay of State Government servants.

From the account of the existing pay structure given in the previous chapter of this report, it will be seen that there are at present 264 different scales of pay under the Government of Assam. The Committee feel that the present pay structure is unnecessarily complicated and requires simplification. Many of these scales can be withdrawn without affecting the organisational pattern or efficiency of the services. For example, the Committee cannot understand why there should be five different scales for Drivers; 4 scales for Carpenters and Blacksmiths, 6 scales for Mechanics, 3 scales for Field Assistants and Demonstrators, 2 scales for Inspectors of Taxes, Excises, Labour and Statistics, 2 scales for Lecturers in Colleges in the same subject, 7 scales for Directors and other Heads of Departments. The difference in pay scales in most of these cases is not based on rational differentiation of duties and responsibilities. As pointed out by the Central Pay Commission, it is undesirable to differentiate too precisely between posts the duties of which differ but little.

Two important elements of a rational pay structure which the Committee would like to stress are, firstly, the co-relation of entry scales to standard educational qualifications, and secondly, reasonably equal chances of promotion in all branches of the Services. So far as the educational qualifications are concerned, the Committee have found that for lower grade of Subordinate Executives the minimum education qualifications of candidates have not been strictly prescribed in some Departments. This has created mal-adjustment between basic educational qualifications and pay scales which is not conducive to general efficiency. The Committee recommend that the Department should be asked to review the position and to lay down clearly the minimum educational qualifications for first entry into Government service and the scales should be such that the candidate of the right stamp is attracted. As regards the scales attained on promotion to a higher post, the Committee feel that pay should be according to work-load and responsibility and there should be no discrimination on grounds of lower educational qualifications at the point of entry to Government service. It is one of the accepted conditions of the socialist pattern of society that opportunities should be enlarged for all. There should, therefore, be perfect mobility between different grades of services and even between different Departments subject to limitations imposed by technical and administrative considerations. The organisational Chart appended to this report (Appendix IV) shows the prospects of different categories of officers for promotion. It will be seen that the opportunities at present are unevenly distributed. Prospects for promotion are greater in Departments like Police, Public Works Department, and Agriculture. In certain Departments the Subordinate Executives cannot go beyond the grade of Upper Subordinates. The position is particularly unsatisfactory in the Education Department where for 452 Assistant Teachers there are only 56 promotion posts of Head Masters, Superintendents and Assistant Head Masters. When for administrative reasons the opportunities for promotion cannot be equalised, the entry scales in the handicapped services should be suitably raised as far as possible. This is particularly necessary in a Welfare State with a large development programme in hand. In the past the security services received greater attention from the State and the scales of pay and prospects in the departments concerned with law and order were proportionately better. The emphasis now has changed but the scales of pay and prospects in the departments primarily concerned with the welfare services have not improved. The Committee have been informed that many posts are lying vacant in these departments for want of suitable candidates. If the welfare and development departments are to be manned adequately with suitable personnel the scales of pay attached to these posts must be made attractive as far as practicable and the Committee have accordingly made suitable recommendations in this regard.

In fixing the general pitch of the scales in Class III Services, the Committee have adopted the principle suggested by the last Pay Committee. Taking the scale of the Lower Division Matriculate clerk in District Offices as the base, the Committee have tried to fix the scales of other ministerial officers and Executive Subordinates after taking into account the minimum educational qualifications and specialised training at the point of entry into Government service. In the Departments of Education, Statistics, Taxation, Labour and Co-operative, there are non-gazetted posts for which the minimum educational qualification prescribed is a degree in Arts or Science. As the degree in Arts or Science is also the minimum qualification for appointment to certain gazetted posts there should be some reasonable relation between the entry scales for graduates in gazetted and non-gazetted services. Technical graduates and holders of technical certificates and diplomas can look for employment in business and industrial firms. The pay scales offered to them in Government services must bear some relation to earnings in private employment. For graduates in Arts or Science appointed to non-gazetted posts, the Committee think the scale of Rs.125—275 as against the present scale of Rs.100—250 should be reasonable. The same scale should also be given to holders of diplomas or certificates in technical courses comparable in duration and standard to the ordinary degree course in Science or Arts. The Committee recommend the scale of Rs.125—275 for Overseers, Forest Rangers II, Graduate Teachers, Assistant Co-operative Officers, Agricultural Inspectors, Sericultural Inspectors, Livestock Inspectors, Labour Investigators and Statistical Sub-Inspectors.

The ministerial officers of the Head of Departments demand equal pay with the ministerial officers of the Secretariat. According to them their duties and responsibilities are identical with those of Secretariat Assistants and should, therefore, get equal pay for equal work. The Committee have considered this matter in detail and have also studied the findings of other Committees which examined the question in the past. They are satisfied that in the existing set up the Secretariat stands on a footing of its own. Assistants in the Secretariat are, for the very nature of their work, expected generally to possess a higher ability combined with a wider and better general knowledge and a more discriminating critical faculty than would be expected in other offices. The work in the Secretariat is thus definitely more responsible than the work in the attached offices of Heads of Departments.

Under the Assam Secretariat (Subordinate) Services Rules, 1954, the minimum qualification required for direct recruitment to the Lower Division posts in the Secretariat is a Cambridge High School certificate or Intermediate Examination certificate of a University recognised by the Government for the purpose. There is no regularly constituted Subordinate Service for ministerial officers of the Heads of the Departments as in the Secretariat. But the minimum educational qualification necessary for entry into the Lower Division is the same as in the Secretariat. There is, however, substantial difference in the method of recruitment to the two services. For appointment to the Lower Division cadre in the Secretariat, a candidate has to pass a competitive test held by the Public Service Commission. The examination is open to all and Assistants in Heads of Department offices can also sit for the test. A further test is held before confirmation. There is no such examination for recruitment to or confirmation in the ministerial posts in the Heads of Departments. As stated earlier the duties of the Secretariat Assistants are more responsible than those of the Assistants in the offices of the Heads of Departments. The Committee cannot agree that the pay scales of the two Services should be identical. They are, however, satisfied that the present difference in the pay scales allowed to these two categories of Government servants is wider than what difference in qualifications and nature of duties can justify. At present, the difference is Rs.10 at the minimum of the scales for the Lower Division posts and Rs.50 for the Upper Division posts. The Committee recommend that it should be reduced to Rs.5 in the Lower Division scales and Rs.25 in the Upper Division scales.

The last Pay Committee grouped the Heads of Departments into two categories: the Heads of Major Departments and the Heads of Minor Departments. The Committee were of the view that Minor Departmental Heads should have lower scales than Rs.1,000—1,500 recommended for the Major Heads of Departments with substantially heavy charges or responsibilities. Accordingly the Government fixed the following scales for Minor Heads of Departments:

Director of Statistics	...	...	...	...	...	...	...	Rs.650—1,000
Labour Commissioner	...	...	...	...	...	...	...	Rs.800—1,100
Director of Publicity	...	...	...	...	...	...	...	Rs.500—1,000
Director of Veterinary	...	...	...	...	...	...	...	Rs.450—800

In the opinion of the present Committee there should be only two separate scales for Heads of Departments. Heads of larger departments with heavy charge or responsibility should be allowed the scale of Rs.1,000—1,500. The other Heads of Departments with comparatively lighter charge should get the scale of Additional District Magistrates or Deputy Secretaries to Government, i.e., Rs.800—1,150. There are Heads of offices with State wide jurisdiction but with no subordinate or district offices under them, e.g., the offices of the Chief Inspector of Boilers, Chief Factory Inspector and Examiner of Local Accounts. The offices cannot be ranked with the offices of regular Heads of Departments. The scales of pay of the Heads of these offices should be fixed with reference to their smaller administrative charge due weight being given to technical qualifications.

In the Medical and Public Health Departments there is a new scale for Assistant Surgeons (Junior) recently introduced. The scale has been found unattractive and the Committee understand that the Medical graduates have preferred private service to accepting employment in the new scale. The Committee feel that there should be only one scale for Medical graduates which should be comparable to the scale allowed to graduates in Engineering. They recommend that the scale of Assistant Surgeon should be Rs.225—600.

A common complaint of the Service Associations is that there is a large number of temporary posts in the various Departments of Government. The Committee's survey has shown that at present there are 1,217 temporary posts in the gazetted ranks, 19,953 in the subordinate executive and ministerial services, 12,674 in Class IV Services. The Committee understand that among the temporary Government servants there are 6,202 employees with more than five years of service.

The temporary posts were created mostly under the developments schemes like Medical, Public Health, Education, Agriculture, Rural Development, Co-operative and Public Works. Most of the schemes have passed their trial stage and Government can now make up their mind whether they would retain these schemes permanently or abandon them in favour of other schemes. For example, there can be no manner of doubt about the permanent utility of institutions like the Assam Medical College, the Agricultural and Veterinary Colleges and the Engineering College and School. The first two are already well organised and trained personnel are available within the State to fill up most of the teaching posts. The Committee recommend that these institutions should be made permanent as soon as possible and that the staff should be brought to permanent scales in corresponding State cadres with suitable adjustments where necessary. The practice of granting contract scales should be limited to the minimum consistent with the interests of these institutions. The temporary posts in other departments such as the work-charged staff of the Public Works Department, the District Agricultural Officers, Agricultural Inspectors and Demonstrators, Rural Development and, etc., should be brought to a permanent cadre by increasing the cadre strength of the services on the basis of the established need for expansion.

Several representatives of Associations and Heads of Departments complained that the rates of increments in the promotion scales are generally low and that the pay of the promoted Officer in the higher scale is not fixed with due regard to the higher responsibilities attached to the higher posts. On the other hand, in certain departments the promotion scales are such that the Government servant reaches the maximum fairly early in his career and has to wait for years at the top of the scale without earning any increment. The Committee, while recommending revised scale, have kept these points in view. They have recommended promotion scales with a shorter span of 8 to 10 years according to the requirement of each case. The entry scales have been prepared with a span of 18 to 20 years. In between them, intermediate scales for promoted personnel have been recommended with a span of 15 years, so as to suit Government servants promoted in an early stage of their career. In fixing the salary of promoted officers in the higher scale, the Committee feel that due weight should be given to the additional responsibilities and that the officers should get a minimum financial benefit on promotion. The Committee recommend that on promotion an officer's pay in the higher scale should be so fixed that he gets a minimum benefit of 10 per cent over his pay in the lower post.

Almost all the representatives of the Service Associations who appeared before the Committee demanded free medical treatment for the family of Government servants, house-rent allowance to meet the high cost of living, and higher rates of Travelling Allowance particularly for Government servants of the lower grades. The grant of free medical treatment to the family of Government servants will involve financial implications to the full extent of which cannot be worked out with the data available. As regards house-rent allowance, the Committee feel that a more effective way of giving relief to the Government servants in the matter of housing will be to provide them with Government quarters. They recommend that as far as practicable, houses should be built by Government for the residence of their employees and that an immediate programme should be drawn up for this purpose. The Committee further recommend that the Fourth Grade employees should be provided with free accommodation at least in Shillong. As regards Travelling Allowance, calculations made of the actual expenses of the journey show that the present rate of Daily Allowance admissible to lower category of Government servants is not sufficient to meet the actual cost of the tour. The Committee recommend that Government should immediately take up these matters for consideration so that the difficulties experienced by the Government servants may be removed at an early date.

On the basis of the principles discussed above, the Committee recommend 64 scales against 264 now in force for different categories of Services under the State Government. The new revised scales proposed with the groups of posts shown against each will be found in the Statement appended to this report (Appendix V). The department-wise details of these general scales are given in Appendix VI. Cases not covered by these recommendations may be disposed of by Government in the light of the principles indicated above. The Committee suggest that in future Government should avoid sanctioning new scales for new posts without making a careful scrutiny as to whether it cannot be fitted into any of the approved scales.

The Committee do not recommend any revision of scales with respect to the employees of the High Court and the State Transport. Under Article 229 of the Constitution of India, the High Court is competent to fix the salaries of its employees with the approval of the Governor. The Committee will not, therefore, be justified in recommending revised scales for the services under the High Court. As regards the State Transport, it is a statutory body functioning under a Board of Control which has autonomous powers. The Board is the competent authority to sanction revised scales for its employees subject to rules framed in this behalf. Moreover, the State Transport is a commercial organisation. The principles of pay fixation in a commercial organisation are not identical with those applicable to an ordinary Government Department. The Committee, therefore, decide not to recommend any revision of scales with respect to the employees of the State Transport. They would, however, like to record their view that the time has come for the Government to take a decision about the permanent absorption of the State Transport employees, some of whom, the Committee understand, have put in more than five years of continuous service.

Another matter to which the Committee would like to invite the attention of Government is the desirability of having a thorough enquiry into the organisation of the Services and of making suitable arrangements for the training of the staff. The improved scales, which the Committee have recommended, will not be justified unless each Government servant whatever his rank takes on to himself the optimum load of work. There is no permanent machinery under the Government for continuous assessment of work-load which is necessary in these days of expansion as there is every risk of fresh staff being sanctioned without co-relating the strength with the actual work load. Again the representatives of the All Assam Ministerial Association complained that the number of permanent Upper Division posts in the district offices is disproportionately low compared to the number of posts in the Lower Division. This has blocked the prospects of Lower Division Assistants and the Committee feel that the position requires immediate investigation. The same point was made by the representatives of the Ministerial Officers of the Heads of Departments. The Committee recommend that along with the assessment of work-load and conversion of temporary posts into permanent, the proportion of Upper Division posts to Lower Division should be laid down. The efficiency of Government servants, particularly of the ministerial staff, depends largely on what they learn of the rules and procedure and of the method of work after joining service. Formerly, the Head Assistants and Superintendents used to give training to the junior Assistants under them. The number of Lower Division Assistants in the various offices in the State has so increased that it is no longer possible to depend on this conventional machinery for the automatic training of the junior Assistants. The Committee understand that a Training Institute has been set up in the Secretariat for the Training of Lower Division Assistants and that a Central Training Institute has been set up under the Finance Department for the training of Accountants. These two institutions should be vitalised and made permanent feature of the administration so that all the recruits to the ministerial service and to the service of Accountants or Accounts Officers are regularly trained before they are expected to take up their duties in appropriate offices. In their recommendations, the Committee have stressed the necessity of training for Subordinate Executive and Accountants, which will be evident from the remarks in the Schedules of scales relating to different Departments.

For fixing the pay of existing employees in the proposed scales, the Committee suggest the following principles :

Government servants should be allowed the option conferred under Fundamental Rule 23. Their pay in the new pay scales should be regulated as under:—

- (i) Pay shall first be fixed in the revised scale at a stage equal to the rate at which it was drawn in the pre-revision scale, provided there is such a stage. If there be no such stage in the revised scale, pay should be fixed in the revised scale at the stage next above the rate at which it was drawn in the pre-revision scale.
- (ii) After his pay in the revised scale is fixed as above, a Government servant should be given advance increments in the revised scale at rates indicated below:—
 - (a) if the maximum of the revised scale is not more than Rs.125 one increment for every three completed years of service in the corresponding pre-revision scale subject to a minimum benefit of Rs.5 and maximum of four increments ;
 - (b) if the maximum of the revised scale is more than Rs.125 but not more than Rs.250 one increment for every four completed years of service in the corresponding pre-revision scale subject to a maximum of three increments ;

- (c) if the maximum of the revised scale is more than Rs.250 but not more than Rs.500 one increment for every five completed years of service in the corresponding pre-revision scale subject to a maximum of two increments ;
- (d) if the maximum of the revised scale is more than Rs.500 but not more than Rs.800 one increment for five years of completed service or more in the pre-revision scale ;
- (e) if the maximum of the revised scale is more than Rs.800 no advance increment ;
- (iii) Government servants specified in (ii) (a), (b), (c) and (d) above not benefiting by any of the foregoing provisions in (ii) will get one increment for one completed year of service or more.
- (iv) The pay to be allowed to a person on the above basis should not exceed what he would draw if his entire service had been in the corresponding revised scale of pay, nor should it exceed the maximum of the new scale.

The above formula should be subject to marginal adjustments.

The immediate financial effect of the revision of scales recommended and of the advance increments suggested above has been estimated at Rs.75 lakhs approximately. Of this amount 40 per cent will go to teachers of Aided Educational Institutions, 16 per cent to the teachers of Lower Primary Schools and 20 per cent to the fourth grade employees and the balance to Government servants of other categories. The total emoluments of the State Government servants of the lowest category drawing pay at the minimum of the scale will increase by more than 17 per cent over their previous emoluments in the scales obtaining before 1954.

CHAPTER IV

Model scales of pay for teachers of Aided Educational Institutions and Schools under the State Primary Board

The Committee have been asked to recommend model scales of pay for essential non-Government services, such as the employees of Local Bodies and teachers in recognised educational institution. The materials collected during the enquiry regarding the scale of pay in the Local Bodies are not sufficient to recommend any revision. But the Committee had the advantage of hearing the representatives of several Associations of educational employees of non-Government institutions as also the Director of Public Instruction. On the basis of the examination, and, after considering all aspects of the matter, the Committee recommend the following model scales of pay for Aided Institutions:—

MODEL SCALE OF PAY FOR TEACHERS OF AIDED EDUCATIONAL INSTITUTIONS AND SCHOOLS UNDER THE STATE PRIMARY BOARD

Lower Primary or Basic Schools

Designation of the service or post	Existing scale of pay	Revised scale recommended by the Pay Committee	Remarks
Untrained Pandit	Rs.30—1—40	Rs.40—60	
Guru or Basic Trained Pandit	Rs.35—1—45 (Guru)	Rs.50—65	}
Matric Untrained Pandits	Rs.30—1—40 at Rs.35		
Matric Guru Trained Pandits	Rs.35—1—45 (Guru)	Rs.55—75	}
Non-Matric Normal Passed Pandits	Rs.40—1—45—2—55		
Head Pandits will get an allowance of Rs.3 per month.			

Middle Vernacular Schools

Untrained Pandits	Rs.30—1—40	Rs.40—60
Guru or Basic Trained Pandits	Rs.35—1—45 (Guru)	Rs.50—65
Matric Passed Untrained Pandits	Rs.30—1—40 at Rs.35	Rs.50—65
Matric Guru Trained Pandits	Rs.35—1—45 (Guru)	Rs.55—75
Normal Passed Pandits	Rs.45—1—51—2—75	Rs.60—75
Matric Normal Pandits ... ..	.....	Rs.75—100
Hindi or Classical Teachers .. ..	.....	Rs.55—80
Head Pandits will get a charge allowance of Rs.10 per month.		

Aided Middle English School

Intermediate Passed Teachers ... ..	.....	Rs.75—125
Matric Passed Teachers or Normal Passed Teachers	.....	Rs.60—75
Matric Normal Passed Teachers ... ..	.....	Rs.75—100
Graduate Teachers ... ..	.....	Rs.75—125 with a higher initial at Rs.85
5. Hindi or Classical Teachers ... ..	.....	Rs.55—80
Head Master will get a charge allowance of Rs.10 per month.		

Aided High School

Designation of the service or post	Existing scale of pay	Revised scale recommended by the pay Committee	Remarks
(1)	(2)	(3)	(4)
Matriculate Teacher	Rs. 50	Rs. 60—75	
Intermediate Passed Teachers	Rs. 60	Rs. 75—125	
Graduate Teachers	Rs. 80. For M. A./M. Sc. Rs. 80 <i>plus</i> additional amount Rs. 10.	Rs. 100—200 with two advance increments for Distinction, B.T. Hons., Post-graduate degree in Arts and Science.	
Normal Passed Teachers	Rs. 50	Rs. 60—75	
Matric Normal Passed Teachers	Rs. 50	Rs. 75—100	
Classical Teachers	Rs. 60	If graduate, graduates' scale in Aided High School. If Under-graduate, Intermediates' scale in Aided High School.	
Hindi Teachers	Rs. 60	Rs. 60—100	
Assistant Headmaster	Allowance Rs. 10	Rs. 100—200 <i>plus</i> allowance of Rs. 20.	
Headmasters	Allowance Rs. 20	Rs. 150—300 (For graduates only) <i>plus</i> allowance of Rs. 30.	

In all cases existing Dearness Allowance will continue

COLLEGES

Grade I

Principal	Rs. 350—600
Professors	Rs. 200—450
Demonstrators	Graduates' scale (Rs. 100—200) with two advance increments for distinction, B.T. honours, Post-graduate degrees in Arts, and Science.

Grade II

Principal	Rs. 250—400
Professors	Rs. 175—300
Demonstrators	Graduates' scale (Rs. 100—200) with two advance increments for distinction, B.T. Honours, Post-graduate degrees in Arts and Science.

The above scales are meant for those who are at least second class M. As. or M. Scs. Cases not covered by this provision will be considered by the Department for determination of reasonable scales in consultation with Finance Department.

The last Pay Committee recommended model minimum pay for aided schools, but no scale was prescribed. The minimum pay of teachers, in High Schools, Middle English Schools and Middle Vernacular Schools was subsequently re-fixed by Government by an order. To enable the educational institutions to give effect to these recommendations, Government increased their grants-in-aid to the schools. No pay scale was recommended for private colleges by the last Pay Committee.

Aided educational institutions are always handicapped for want of funds. The State Government have been doing their best to come to the aid of these institutions by making substantial grants out of the revenues. But the educational institutions, on their part, should contribute by making reasonable effort to improve their resources from fee income and private contributions. The Committee recommend that Government should frame a set of rules prescribing standard fees for all non-government educational institutions and also prescribing a minimum enrolment for the grant of full scale aid.

The Committee hope that the improved scales recommended will enable the teachers of aided institutions to devote their whole time to teaching and that the general standard of education will improve. They recommend that Government should frame necessary rules to ensure the above objective. The rules should also provide for regular audit of aided school accounts. The pay of the existing teachers in the revised scales should be fixed with the prior approval of the Inspector of Schools in the case of the teachers of High Schools. In the case of teachers of Middle English and Middle Vernacular Schools fixation should be subject to the approval of Deputy Inspector of Schools. In the case of Aided Colleges fixation of pay in the revised scale should be subject to the approval of Director of Public Instruction.

CHAPTER V

The last item in the terms of reference requires the Committee to consider whether the Dearness Allowance of Government servants should continue as such or should be merged in part, or in full in the revised scales of pay. The Dearness Allowance in Assam is granted on a percentage basis on the basic pay. Before any decision is taken on the question of the merger of Dearness Allowance in pay either in part or in full, it will be necessary to convert the percentage allowances to fixed allowances on slab system. The Committee understand that the Government of India, on the recommendation of the Gadgil Committee, have decided to merge 50 per cent of Dearness Allowance in pay by calling it dearness pay up to a pay limit of Rs.750. The merger of Dearness Allowance in pay will benefit the Government servants mainly in respect of their leave salary and pension. The Committee feel that a portion of the Dearness Allowance should be merged in pay, and recommend that Government should take early steps to give effect to this recommendation.

CHAPTER VI

Acknowledgments

The Committee wish to acknowledge with thanks the valuable help they have received at every stage from their Secretary, Dr. M. N. Goswami, Shri B. K. Bhuyan, Deputy Secretary, Finance, Shri R. K. Das, Superintendent, Finance (Establishment) Department and Shri Siddheswar Sarma, Upper Division Assistant of the Finance (Establishment) Department, who have had to work very hard far beyond their normal hours of duty to marshal the vast volume of materials collected for the examination of the Committee. The Committee also observe with satisfaction that without their ungrudging help and co-operation it would not have been possible to conclude their deliberations with the limited time at their disposal.

Motiram Bora—*Chairman.*

Bijoy Chandra Bhagavati	} <i>Members.</i>
Mahendra Nath Deka	...	...
Md. Umaruddin	...	...
Bimala Kanta Borah	...	...
A. N. M. Saleh	...	...

M. N. Goswami—*Member Secretary.*

DATED SHILLONG :

The 8th August 1956.

The 18th July 1955

No.FE.67/55/20.—In pursuance of the Resolution adopted by the Assam Legislative Assembly in the last Adjourned Session of the Assembly, Government have decided to constitute a **Pay Committee** composed as follows :—

1. Shri Motiram Bora, M.A., B.L., Minister in-charge of Finance and Revenue, etc.—*Chairman*.
2. Shri Bijoy Chandra Bhagavati, M.L.A.
3. Shri Bimala Kanta Borah, B.A. (Cal.), L.L.B. (All.), Advocate, M.L.A.
4. Shri Mohendra Nath Deka, B.L., Advocate, M.L.A.
5. Shri Muhammad Umaruddin, B. A., M.L.A.
6. Shri S. K. Datta, I.C.S., Chief Secretary to the Government of Assam.
7. Shri M. N. Goswami, M. A., B. L., Ph. D., I. A. S., Secretary to the Government of Assam, Finance Department.—*Member Secretary*.

The terms of reference to the Committee will be as follows :—

(1) To enquire into the present scales of pay and allowances in all branches of Government service and to make suggestions for their revision in order to ensure rationalisation, simplification and uniformity to the fullest extent possible.

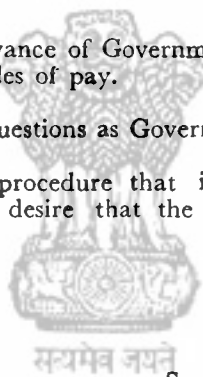
The Committee will be expected to make recommendations which will, as far as possible, secure a decent living wage to public servants in consonance with the nature of the duties entrusted to them, while not putting an undue strain on the finances of the State keeping in view the heavy developmental expenditure.

(2) To recommend model scales of pay for essential non-Government services, such as the employees of Local Bodies and teachers in the recognised educational institution.

(3) To consider whether the dearness allowance of Government servants should continue as such or should be merged in part, or in full, in the revised scales of pay.

(4) Such other connected and incidental questions as Government may require the Committee to examine.

The Committee will be free to adopt the procedure that is likely to lead to an early and successful termination of their labours. The Government desire that the Committee submit their report with recommendations within six months.



M. N. GOSWAMI,

Secy. to the Govt. of Assam, Finance Deptt.

The 7th December 1955

No.FE.67/55/42.—Shri A. N. M. Saleh, Chief Secretary to the Government of Assam is appointed as member of the Pay Committee constituted under Notification No.FE.67/55/20, dated the 18th July 1955, *vice* Shri S. K. Datta, I.C.S., deputed to U. K.

M. N. GOSWAMI,

Secy. to the Govt. of Assam, Finance Deptt.

APPENDIX I

Shillong, the 3rd August 1955

No.FE.67/55.—The Pay Committee in its first meeting held on 1st August 1955, has decided to circulate the following questionnaire to all Government Departments and recognised Service Association inviting written replies thereto. The Service Associations and any group of Government servants not represented by any Association may send their replies to the questionnaire or submit memoranda based on the terms of reference to the Committee or both. Any individual or any public organisation interested in the subject may also do likewise. Copy of questionnaire will be supplied on request.

Replies to the questionnaire and memoranda in duplicate should reach the Secretary to the Committee not later than 15th September 1955.

The Committee after examination of the replies to the questionnaire and the memoranda may ask individuals or representatives of Associations or Public Organisations to appear before the Committee and give evidence in support of their views.

Questionnaire

1. Do you consider the structure of the present pay scales of services adequate and satisfactory? If not, state reasons for your views. What in your opinion should be the appropriate basis for fixing the remuneration of the Government servants?

2. Do you think that the present scale of pay ensure (a) an adequate minimum, (b) a fair remuneration according to work-load and responsibility, (c) a proper differentiation according to grades of responsibility, (d) adequate incentive to work?

What in your opinion should be the scales of pay of different services under your control, or in which you are interested? Please illustrate your views by suggesting specific scales.

3. Do you consider the present difference in pay scales between different services and departments rational and equitable? If not, what principles or factors would you recommend for achieving uniformity and better adjustment between different services and departments?

4. What principle should, in your opinion, be followed in the fixation of basic pay for technical posts (which require specialised or scientific training) in regular cadres and in contract service, or on any special terms?

5. How far are the relative scales of pay, on promotion in different services and departments satisfactory, from the point of view of equity and incentive? Do you suggest any modification?

6. Do you consider that the scales of pay should be uniform for all localities irrespective of high cost of living, unhealthiness or lack of other amenities? If so, should there be any special allowance or remuneration to compensate for these disadvantages?

7. What principles should, in your opinion, be followed in the fixation of the basic rates of pay of unskilled labour or personnel not requiring any educational or other special qualifications? What would you consider a proper basis of differentiation between unskilled, semi-skilled and skilled labour? Having regard to your replies on these points what in your opinion should be the principles to be followed in respect of the remuneration of daily-rated employees of Government—

(i) to ensure a fair wage?

(ii) to provide for variations in wage levels?

(iii) to secure adequate remuneration for piece workers? Would you suggest any model rates for different categories?

8. In regard to terms of remuneration would you make any difference between employees of industrial, technical or commercial departments of Government, e. g., Government Press, State Transport and Government Owned Factories, and employees in other Departments? If so, on what basis? (Model scales may be suggested.)

9. Have you any suggestion to make in regard to—

(i) payment of overtime and other allowances;

(ii) the working of the daily rate system in regard to Government employees;

(iii) the piece work system in its application to Government employees in respect of—

(a) industrial, technical and commercial departments,

(b) general administrative department.

10. What principle should, in your opinion, be followed in regard to the fixation of model scales of pay of Primary and Middle School teachers including Basic School teachers and teachers of Aided Schools and Colleges and employees of Local Bodies and Organisations?

11. Is the present practice of granting dearness allowance and other similar concessions to meet the temporary increase in the cost of living necessary and satisfactory? Would you recommend that the whole or any part of the dearness allowance should be absorbed in future pay scales? If so, in what manner?

12. What is your view regarding the present rates of travelling allowance of different classes of Government servants? Do you, consider the rates fair? If not what modification do you suggest?

13. Have you any other proposals to make in regard to emoluments not covered by answers to the above questions?

M. N. GOSWAMI,

Secretary to the Pay Committee.

APPENDIX II

Analysis of the replies to the questionnaire received from Associations and Heads of Departments

The following is a brief analysis of the replies received from Associations and Heads of Departments—

Question No.1.—Do you consider the structure of the present pay scales of services adequate and satisfactory? If not, state reasons for your views. What in your opinion should be the appropriate basis for fixing the remuneration of the Government Servants?

The opinion expressed by the Associations, Heads of Departments, M. Ps and M. L. As and Individuals has been unanimous that the present pay scales of services in the State are inadequate. The replies agree that the pay scales are particularly low in the lower rung of the services. The lowest pay of a Government servant is below the minimum required to ensure a living wage. Several Associations and Heads of Departments have given their own estimate of the living wage at the current level of prices, which varies from Rs.75 to Rs.130 per mensem. The Registrar, Co-operative Societies, thinks that the living wage for a family of five members will be Rs.75 per month. The A. C. S., Class II, and the Subordinate Agricultural and Police Services have expressed the view that their scales of pay bear no relationship to the degree of risk and responsibility ordinarily attached to their duties, which have to be performed under difficult conditions arising from floods, disturbances and the like. Similar views about the inadequacy of their pay compared with the circumstances under which duty has to be performed have been expressed by the Non-gazetted Forest Officers' Association. The members of this service and the Medical and Public Health Doctors have to work in unhealthy localities or at places where the ordinary amenities of life, facilities for the education of children and medical treatment are non-existent. They demand that their scale of pay should be adjusted adequately to these factors. As regards the scales of higher technical posts and Doctors, the general view is that they are unattractive. In fixing the present scales due allowance has not been made for the special training, the duration of the course of training and its cost, age of entry into Government service, future prospects and scope for promotion. It is the common experience of these Departments that vacancies remain unfilled for want of qualified candidates. Even those who join leave the service for better jobs outside, either under other State Governments or in private firms.

Another unsatisfactory feature of the present pay scales pointed out by the Service Associations and the Heads of Departments is the wide disparity between the lowest pay and the highest. As regards the intermediate scales the opinion seems to be agreed that there are too many of them and that in many cases the difference in the pay scale is not clearly attributable to any obvious difference in educational qualifications, work-load or responsibility. Service Associations have cited examples to show that for similar educational qualifications different departments of Government have different scales of pay and that even similar work-load and responsibility is not valued equally for purposes of pay under all Departments. Within identical scales different rates of increment are allowed under different departments so that the employees of certain departments always labour under a sense of discrimination. The Excise Officers' Association has stated that the pay scales fixed for the officers of different grades in the Excise Department have been particularly unhappy because an invidious distinction seems to have been made between the Officers of this Department and those of other services and Departments.

Opinion seems to be unanimous that the salaries of Government servants should be fixed with reference to the following factors—(a) the index of living costs, (b) work-load and responsibility, (c) hazards and risks of the job, (d) prospects of promotion, (e) educational qualifications and (f) social status. The lowest pay of the Government servants should be enough to guarantee to the individual at least a living wage. Living wage should normally be related to the prevailing price level. The present pay scales were fixed on the hypothesis that price index would stabilize somewhere near 160 taking 1939 as the base year. These expectations have not been fulfilled. The Government should therefore fix the hypothetical index afresh and revise the pay scales with reference to that index. The difference between the present price index and the hypothetical index should be covered by compensatory allowance. In fixing the intermediate and higher pay scales the principle of "equal pay for work" should be followed. For work entailing risk to life and strain, suitable weight should be given. Some Associations have stressed the desirability of fixing pay with reference to the class of society from which the particular category of Government servants is generally drawn. Technical Departments want that in fixing the pay of technical posts, the limited scope for promotion, the expensiveness of the course of training and the late age at which technical personnel can enter Government service, should also be considered. Opinion is unanimous that the present disparity between the highest pay and the lowest should be removed. The majority of the Associations seem to favour the proportion of 1 to 10 between the bottom and the ceiling. A few have suggested the ratio of 1 to 20.

Question No.2.—Do you think that the present scales of pay ensure (a) an adequate minimum, (b) a fair remuneration according to work-load and responsibility, (c) a proper differentiation according to grades of responsibility, (d) adequate incentive to work?

What in your opinion should be the scales of pay of different services under your control, or in which you are interested? Please illustrate your views by suggesting specific scales.

The unanimous opinion of the Associations and the Heads of Departments is that the present scales of pay satisfy none of these tests. For example, the initial pay in the scale of Rs.25— $\frac{1}{2}$ —35 of a Fourth Grade Government

Servant is only Rs.25 per mensem. With other allowances his monthly emoluments amount to Rs.57-8-0 at the start of his service. According to most of the Associations the minimum requirement of bare existence at the current level of prices is Rs.100 per mensem. So, the pay of this category of Government servants is insufficient to ensure an adequate minimum. The work-load and responsibility of an Extra Assistant Commissioner to-day is several times the work-load and responsibility of an Extra Assistant Commissioner in 1921-31. But his real wages to-day are only 25 per cent of what they were in 1921-31. It will be a fallacy to state that the responsibility and work-load of the lower income groups has gone up while that of Extra Assistant Commissioner has gone down relatively.

The Subordinate Police force have to do most difficult and arduous work under all conditions of weather and in the most trying circumstances. They have to expose themselves to risk of life. Compared to them, the Police Officers of superior rank have lighter work to do and practically little risk to face. Yet the pay of the Subordinate Police personnel is not sufficient even to secure them a fair wage, while, the superior police services are paid at rates allowing comfortable margin for saving.

The pay of the Secretary, Board of Control (State Transport), is ten times the pay of the clerk in the same office. But the responsibility of the former is not equal to ten times the responsibility of the latter. On the other hand the senior driver who has to bear great responsibility for the safety of the vehicle and life of the passengers, is paid a salary which is in inverse ratio to the responsibility.

The teachers of the Assam School Service have to train up the future citizens of democratic India. Their pay scales are not commensurate with the enormous responsibility and work-load entrusted to them.

The scale of pay of ministerial officers of the Heads of Departments is lower than the scale allowed to ministerial officers of the Secretariat. These two categories of Government servants do more or less the same kind of work and are entrusted with similar responsibilities. The difference in their pay scales is thus not based upon any rational differentiation of responsibility.

There are instances almost in all departments to show that the disparities between the pay scale of Class I, II and Subordinate posts are not based on a proper differentiation according to gradation of responsibility (for example, between E. A. C. and S. D. O., between D. M. O. H. and Civil Surgeon, S. D. Os of P. W. D., recruited from S. Es and A. E. cadres, between L. D. and U. D. Assistants in the ministerial services)—Director of Statistics.

The disparity in the scales of pay of posts of similar nature and responsibility which characterise the present structure creates heart-burning among the services and kills incentive for better effort. In certain branches of administration the prospects of promotion are limited and the current scales do not compensate the Government servants adequately for this. Thus, by and large, the present scales of pay do not provide adequate incentive to work.

Question No.3.—Do you consider the present difference in pay scales between different services and Departments rational and equitable? If not, what principles of factors would you recommend for achieving uniformity and better adjustment between different services and Departments?

This question has been answered in the negative by all the Associations and most of the Heads of Departments. The General opinion is that the present difference in pay scales between the different services and departments is not rational. The disparity in the case of certain services and departments is wider than what difference in responsibility and work-load would justify. As a result of arbitrary grading of posts and unnecessarily large number of pay scales has been introduced. The principle of equal pay for equal work has not been observed uniformly in all cases. The duties of the Superintending Engineer and the Assistant Director of Public Health are comparable in nature and responsibility, but the pay scales attached to the posts are wide apart. Similar is the case with the District Medical Officer who as the District Officer performs duties equal in importance with those of the Executive Engineer and Divisional Forest Officer, but gets a scale of pay much lower in comparison. The Assistant Professor of the Prince of Wales Technical School possesses the same educational qualifications and does the same kind of work with the Lecturer in the Cotton College or the Assam Engineering Institute. But his scale of pay is Rs.150—360 while the scale of pay of the Lecturer is Rs.175—450.

There is no reason why the pay scales of the ministerial staff of District Police Offices should differ from those of the offices of Deputy Commissioners, when the nature and importance of the work of the corresponding ranks is not materially different.

In reply to the second half of the question most of the Associations and Heads of Departments have stated that the number of grades of Government services under the various departments should be reduced to two or three. There should be no difference in pay, prospects and status between officers of the same class belonging to various departments and services. Posts should be classified as technical and non-technical and graded on the basis of responsibility. Compared with non-technical posts, technical posts should carry better scales. The rates of increments in all scales of pay should follow a uniform and progressive principle, so that increments are progressively higher in the higher slabs of the scales.

Question No.4.—What principle should in your opinion, be followed in the fixation of basic pay for technical posts (which require specialised or scientific training) in regular cadres and in contract service, or on any special terms?

All the Service Associations have not replied to this question. The majority have suggested that the basic pay scales of technical posts should be fixed with reference to the cost of specialised training and duration of the course. The limited scope for promotion in some of the technical departments should be treated as a

relevant factor for determining the pay scale. For the rest the pay scales should bear relation to the work-load, arduousness of duties and the living costs. The Co-operative Officers' Association has stated that the scales of pay for works requiring technical knowledge should be similar to scales in other services, but a special allowance, not exceeding Rs.250 per mensem should be given to technical officers. The other Associations and the Heads of Departments who have replied to the question seems to favour a higher scale for technical posts. According to some, the technical scales should be higher than the ordinary scales by at least 20 per cent. While others think that the difference should be 40 per cent. The main ground for recommending this addition to the ordinary scale of remuneration is the extra cost of the technical training which the candidate has to complete before qualifying for appointment. As against this, the A. C. S. Association has observed that the argument that pay scales should bear direct relation to the expensiveness of a particular training loses force when factors such as the responsibility of jobs, direct or indirect sponsoring of such education by the State are taken into account. According to this Association, the extra time spent for specialised and technical education may justify a higher initial when shortage of technical personnel is current.

As regards contract scales, the general opinion is that no difference should be made between the scale of technical workers whether they are taken into the regular cadre or on contract. But Officers appointed on contract may be allowed a higher start in the regular scale. If, however, a person appointed initially on contract is later absorbed in the regular cadre his pay should be so adjusted that it may be at par with a regular cadre officer with equal length of service in the cadre. The Assam Engineering Service has stated that persons appointed on contract may be compensated by granting a bonus with contributory Provident Fund benefits besides Travelling Allowance for joining the post and at the termination of the contract.

Question No.5.—How far are the relative scales of pay on promotion in different services and departments satisfactory from the point of view of equity and incentive? Do you suggest any modification?

The answer is generally in the negative. In support of their views the Associations and the Heads of Departments have stressed the following defects—

Posts which are comparable in status and responsibilities carry different scales of pay in different departments.

Within comparable scale the rates of increment vary from department to department.

The chances of promotion are not evenly distributed as the ratio between different categories of posts in the various departments does not ensure a regular flow of promotions to higher posts.

According to the Assam High Court there is no rational basis for maintaining a distinction between the pay scales of the higher administrative and higher judicial services.

Promotion gives substantial financial benefit and uplift in status to members of some services while it confers only physiological satisfaction to others. On promotion to A. C. S. Class I, an S. D. C. gets practically no financial benefit while in other services such as Forest, Police, Engineering Service, etc., the minimum gain to the Officer promoted is Rs.200 initially (A. C. S. II). On promotion to the post of S. D. O. (P. W. D.), a member of the S. E. S. gets the scale of Rs.200—400 while a member of the A. E. S., whether he is in-charge of a division or not, gets the scale of Rs.200—600.

Officers on promotion should feel the change from the point of view of dignity, status and material benefit, specially the last. But the time scales are so arranged that officers of certain departments drawing more than the minimum of the higher scale at the time of promotion get but a small benefit in the higher scale. For example, an Inspector of Excise on promotion gets Rs.10 p.m. over his previous pay. A Deputy Inspector of Schools on promotion gets a benefit of Rs.3 to Rs.9 p.m. The Forest Officers, who are entitled to free quarters, lose that benefit on promotion. Yet no compensation is given to them by way of adequate advance increments in the higher post.

The number of higher posts in a department should bear a reasonable proportion to the posts at the bottom, so that every employee entering the department can normally expect promotion in due course. In certain services no promotion is at all possible as there is no higher posts while in others the number of promotion posts are extremely limited. Thus difference is conspicuous.

The modification generally suggested is that the scales of pay attached to comparable posts in different services and departments should be rationalised so that differences, which cannot be explained in terms of either work-load, or responsibility, or specialised training, may be removed. The number of higher posts have equal opportunity for promotion. This will create incentive for greater efforts and contribute to general efficiency. On promotion an Officer's pay should be so fixed in the higher posts that he may get a minimum benefit of some increments. The gazetted Agricultural Officers suggest that the basic pay on promotion may be fixed on the basis of the total service of the officer and one increment may be given for every two years. The Excise Department suggest that five increments should be given on promotion.

Question No.6.—Do you consider that the scales of pay should be uniform for all localities irrespective of high cost of living, unhealthiness or lack of other amenities? If so, should there be any special allowance or remuneration to compensate for these disadvantages?

Opinion is unanimous that the basic scales of pay should be uniform for all localities. Government servants serving in costly places or in particularly unhealthy localities or in the localities where modern amenities of life are lacking, should be granted local allowances to compensate for these disadvantages. As regards the form of local allowance opinion seems to be divided. The majority seem to prefer a compensatory allowance while a few have suggested special pay instead. The Association of the Officers of Animal Husbandry and Dairying, Gauhati, has suggested a special pay of Rs.20 of basic pay. According to the Assam Co-operative Officers' Association the minimum compensatory allowance should be Rs.100 or 10 per cent of basic pay whichever is greater. The technical employees of the Statistics Department want that the hill allowance granted to employees serving in other Hill Districts should be granted in the United Khasi and Jaintia Hills also.

Question No.7.—What principles should, in your opinion, be followed in the fixation of the basic rates of pay of unskilled labour or personnel not requiring any educational or other special qualifications? What would you consider a proper basis of differentiation between unskilled, semi-skilled and skilled labour? Having regard to your replies on these points what in your opinion should be the principles to be followed in respect of the remuneration of daily-rated employees of Government—(i) to ensure a fair wage? (ii) to provide for variations in wage level? (iii) to secure adequate remuneration for piece workers? Would you suggest any model rates for different categories?

This question has been answered by 18 Associations and 17 Heads of Departments. The general opinion is that the principle should be the 'living wage' to the unskilled worker. Living wage has been defined in terms of three consumption units and some comforts. In fixing the basic pay of unskilled labourers, Government should consider the market rate of wages for such labour in private employment. According to the Transport Worker's Union even an unskilled employee should enjoy a fair wage so that he can support his family and pay for the education of his children.

As regards the basis of differentiation between unskilled, semi-skilled and skilled labour, two different views have been expressed. According to one view the basis of distinction between the unskilled and skilled or semi-skilled worker is the degree of direction and supervision necessary. The skilled worker is one who can handle a job independently even without guidance. The semi-skilled worker will need some guidance while his unskilled brother will need supervision. The other view is that the distinction between the skilled, unskilled and semi-skilled workers lies in the degree of technical qualification and practical experience. The unskilled labourer has neither technical qualification nor practical experience, the semi-skilled worker possesses practical experience, while the skilled labourer possesses both. The Chief Engineer thinks that the proper basis for differentiation would be the amount of training the worker has in handling tools and machinery, the degree of responsibility attached to his job and the money value of labour. According to him the earth-work labourer or the road maintenance worker should be classed as unskilled labourers, the ordinary carpenter, blacksmith, motor mechanic and driver are semi-skilled workers and the high class carpenter, blacksmith, motor mechanic, fitter, turner and welder are examples of skilled workers.

The daily rates system of wages is not favoured by several Associations of Government Servants. Even some of the Heads of Departments, e.g., the Chief Engineer, consider it unsuited to regular Government employees. Some of the model rates suggested for different categories of workers are as under—

Registrar, Co-operative Societies—

(a) Unskilled	...	...	...	...	Rs.1-4-0 to Rs.1-8-0	per day.
(b) Semi-skilled	...	...	...	...	Rs.2 to Rs.3	per day.
(c) Skilled	...	...	...	...	Rs.4 to Rs.7	per day.

Director of Fisheries—

(a) Unskilled	...	...	...	...	Rs.2-8-0 to Rs.2-12-0	per day.
(b) Semi-skilled	...	...	...	...	Rs.3 to Rs.4	per day.
(c) Skilled	...	...	...	...	Rs.4-8-0 to Rs.8	per day.

Chief Engineer—

(a) Unskilled	...	...	...	...	Rs.2-8-0 ..	per day.
(b) Semi-skilled	...	...	...	...	Rs.3 to Rs.4	per day.
(c) Skilled	...	...	...	...	Rs.4 to Rs.6	per day.

(i) Living wage plus some incentive to raise the standard of living.

(ii) Eighty per cent wage scale as basic wage and 20 per cent dependent on the cost of living index.

(iii) Basic wage to be related to some standard output with incentive bonus for extra output.

Engineers' Association—

Wage of unskilled labourer	Rs.2-8-0	per day.
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Principal, H. R. H. Prince of Wales Technical Institute—

(a) Unskilled	Rs.35—70	per month.
(b) Semi-skilled	Rs.55—100	per month.
(c) Skilled	Rs.75—150	per month.

A. I. T. U. C—

(a) Unskilled	Rs.100	per month.
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Question No.8.—In regard to terms of remuneration would you make any difference between employees of industrial, technical or commercial departments of Government, *e. g.*, Government Press, State Transport and Government Owned Factories, and employees in other Departments? If so, on what basis? (Model scales may be suggested.)

Only a few Associations and Heads of Departments have replied to this question. The general opinion is that no differentiation should be made between the employees of industrial, technical, or commercial departments of Government and other departments in regard to pay. Employees who are to work overtime should be allowed extra remuneration. Due consideration should be given to the occupational hazards and onerousness of work in factory establishments and commercial services. According to the Transport Workers' Union employees of profit-earning departments should be allowed a bonus in addition to pay. The Director of Statistics has suggested contributory Provident Fund benefits for employees of industrial and commercial departments who are not entitled to pension, while the A. C. S. Association feels that to equalize disadvantages arising from service rules relating to deduction, discharge and punishment peculiar to industrial and commercial departments some compensation may be granted to their employees.

Question No.9.—Have you any suggestion to make in regard to—(i) payment of overtime and other allowances; (ii) the working of the daily rate system in regard to Government employees; (iii) the piece work system in its application to Government employees in respect of (a) industrial, technical and commercial departments, (b) general administrative department.

(i) Opinion seems to be sharply divided as to the desirability of encouraging overtime work. One view is that the system of overtime work must be maintained in all departments of commercial nature. The other view is that it should be discouraged as it leads to deterioration of health and efficiency. As regards the rate of overtime allowance, the general opinion is that it should be double the ordinary rate of pay. Some of the Associations have demanded that the rate of overtime allowance should be fixed under the Factories Act and the Minimum Wages Act. The Press Workers' Association has suggested that instead of overtime work, work should be organized in shifts and extra staff maintained and overtime work allowed only in emergencies. Instead of paying extra allowance for such work, the Government servant should be granted casual leave on any subsequent day during the week. The A. C. S. Association is not in favour of overtime allowance unless the work is standardized and output is capable of measurement by a definite yardstick of time and quantity.

(ii) The daily rated system is not supported by several Associations of Government servants and the Chief Engineer. The Textile Workers' Association suggests that daily rated workers should be given permanent status after five years' service. The wage should be fixed on the basis of the daily average of the cost of living in the particular locality.

(iii) The Piece Work System of payment has been opposed by the Assam Branch of the Indian National Trade Union Congress as detrimental to health and longevity. It has been recommended by some Heads of Departments for industrial and commercial departments where work can be measured quantitatively. The Chief Engineer recommends incentive bonus for extra work under the piece work system.

Question No.10.—What principle should, in your opinion, be followed in regard to the fixation of model scales of pay of Primary and Middle School teachers including Basic School teachers and teachers of Aided Schools and Colleges and employees of Local Bodies and Organisations?

Only eight Associations and nine Heads of Departments have replied to this question. The general opinion seems to be that the principle of equal pay for equal work should be followed in fixing the pay scales of this category of employees also. There should be no difference in the pay scales of employees of Local Bodies and Organisations and Government servants doing the same kind of work. The A. C. S. Class I Association has suggested that a combination of living wage and qualifications should form the basis of pay scales of Primary and Middle School teachers including Basic teachers and teachers of Aided Schools and Colleges. A Matriculate L. P. teacher should not receive pay less than a Matriculate L. D. Assistant though the relative work-load and responsibility of the two have to be assessed and taken into consideration.

According to the Assam Branch of the Indian Trade Union Congress, the Primary School teachers should be given the pay-scale of a skilled worker. For the higher categories higher pay scales should be allowed. One important consideration to be borne in mind is that the teachers who are the builders of the Nation should receive adequate pay.

As regards the pay scales of teachers in Aided Schools and Colleges, one view is that the necessity of the School or College in the particular locality and the qualifications of the teachers should be taken into accounts while fixing the pay. Another suggestion is that the scales should be attractive enough to induce talented persons to join the staff of these institutions. The D. P. I. has recommended the following scales for the teachers of Aided Colleges and Schools—

Principals—Rs.600—800 for full-fledged Degree College with Science and Arts.

Rs.400—700 for Degree Colleges.

Rs.250—600 for Intermediate Colleges.

Lecturers—Rs.200—500.

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Aided High and Higher Secondary Schools—

Headmaster, Higher Secondary Schools	Rs.250-600
Headmaster, High Schools	...	...	...	...	...	Rs.200-400
Assistant Headmaster, Higher Secondary Schools, special pay	...	...	...	...	...	Rs.50
Assistant Teachers—M.A., M.Sc., etc.	...	...	...	...	...	Rs.175-350
Trained Graduates	...	...	...	...	...	Rs.150-350
Untrained Graduates (with higher initial for Hons. Graduates)	...	...	...	...	...	Rs.120-250
Trained Inter-passed	...	...	...	...	...	Rs.100-175
Inter-passed and Matric Normal	...	...	...	...	...	Rs 100-150
Non-Matric Normal and Matric	...	...	...	...	...	Rs.65-90
Non-Matric	...	...	...	...	...	Rs.45-70

Aided M. E. Schools—Headmaster if not a graduate should get a special pay of Rs.10. Rest as in Basic Schools. Basic Schools—Untrained Teacher—Rs.45-70, higher initial pay of Rs.55 for Matriculate.

Trained Teachers (Higher initial for normal passed)	...	...	...	Rs.55-90
Matric Normal	...	...	...	Rs.75-120
Charge allowance to Head Pandits, Junior Basic School	...	...	...	Rs.5 each.
Charge allowance to Head Pandits, Senior Basic School	...	...	...	Rs.10 each.

Question No.11.—Is the present practice of granting Dearness Allowance and other similar concessions to meet the temporary increase in the cost of living necessary and satisfactory? Would you recommend that the whole or any part of the Dearness Allowance should be absorbed in future pay scales? If so, in what manner?

The general opinion is that the present practice is necessary and will continue to be so till prices return to normal. Some of the Associations and Heads of Departments are of the view that the present amount of the Dearness Allowance is not adequate. According to them the rate of Dearness Allowance should be related more closely to the prevailing high cost of living. One factor stressed by most of the Associations and Heads of Departments is that owing to the transport bottle-neck prices of imported articles are higher in Assam than elsewhere. This makes living dearer in the State and in fixing the rate of Dearness Allowance, the comparative expensiveness of living in the State should be taken into account. Some of the Associations want Dearness Allowance at the same rate as is allowed to Central Government servants working in Assam.

Question No.12.—What is your view regarding the present rates of Travelling Allowance of different classes of Government servants? Do you consider the rates fair? If not, what modification do you suggest?

The general view is that the present rates of travelling allowance of the Government servants of the lowest grade are absolutely inadequate being unrelated to the actual cost of travelling. According to many even the rates allowed to officers of the higher grade are not adequate to compensate them for the expenses of journeys performed. Officers entitled to travel by the same class are paid different rates of travelling allowance according to their grade which is not fair. The existing rates were framed long ago and have ceased to reflect the actual cost of journeys and the spirit of the times. Rates of travelling allowance and daily allowance should be uniform for the same class of officers belonging to different services and departments. All Gazetted Officers entitled to travel by a particular class of accommodation should be allowed the same rate of travelling allowance. The rates of travelling allowance and daily allowance of fourth grade Government servants should be raised. Pony allowance given to Police personnel should be withdrawn and travelling allowance allowed in its place. Journeys involving camping out should be distinguished from the journeys in which camping out is not necessary, for purposes of travelling allowance. Officers using Government conveyance should be allowed daily allowance when they travel beyond 10 miles. Free luggage allowed on transfer should be increased. Several Associations and Heads of Departments have suggested revised scales of travelling allowance and daily allowance. Some of the typical suggestions are as follows—

		Rs. a. p.		Rs. a. p.
Class I	Daily allowance	10 0 0	Travelling Allowance	0 8 0 per mile.
Class II	Do.	7 8 0	Do. do.	0 7 0 Do.
Class III	Do.	3 8 0	Do. do.	0 4 0 Do.
Class IV	Do.	2 0 0	Do. do.	0 2 6 Do.

Sub-Inspectors of Schools should be allowed fixed travelling allowance of Rs.100 per mensem. Forest Guards while travelling within their range should get travelling allowance when the journey performed exceeds 5 miles. Daily allowance for halting at Shillong should be doubled. Half daily allowance should be allowed to touring officers on the day of return to Headquarters.

Question No.13.—Have you any other proposals to make in regard to emoluments not covered by answers to the above questions ?

The following suggestions have been received in reply to this question—

- (a) Free quarters to Government servants of the lower pay groups and Government quarters on standard rent or 10 per cent as permissible to Government servants of the higher pay groups. Where it is not possible for Government to provide quarters to the employees, rent allowance at enhanced rates, when the Government servant is entitled to free quarters and an allowance equal to the excess over 10 per cent of pay which the Government servant is required to pay as rent, when he is not entitled to free quarters.
- (b) Free medical treatment to the members of the family of the Government servant. Many Associations have cited the case of Central Government servants in support of their claim.
- (c) Charge allowance for dual charge should be increased. The Officers of the Assam Civil Service Class II and the Subordinate Police Service have claimed charge allowance for Circle S. D. Cs and Officers in charge of Police Station respectively.
- (d) The Hill allowance should be extended to the Officers serving in the United Khasi and Jaintia Hills.
- (e) The Winter allowance should be raised to 20 per cent.
- (f) Government doctors should not be allowed to carry on private practice. To compensate them for this a compensatory allowance of 25 to 30 per cent has been recommended by the Medical Service Association.
- (g) Some of the Associations have claimed children's educational allowance up to the stage of Matriculation.

APPENDIX III

Programme of Interview of (I) Government Officers and (II) Representatives of Educational Employees Associations and Service Associations and Unions

19th January 1946— (1) Rajkumar Shri S. Gohain, Basic Education Officer and Secretary, State Advisory Board for Basic Education, Shillong.

- (2) Shri Uma Kanta Sarma, Present Under Secretary, Education.
- (3) Cotton College Teachers' Association, Gauhati.
- (4) All-Assam Education School Service Officers' Association, Dhubri.
- (5) All-Assam Educational Inspecting Officers' Association, Gauhati.
- (6) M. V. School Teachers' Association, Jorhat.
- (7) All-Assam Madrassa Teachers' Association, Hailakandi.
- (8) All-Assam State Primary Teachers' Association, Tinsukia.
- (9) All-Assam Aided College Teachers' Association, Gauhati.
- (10) All-Assam Aided High School Teachers' Association, Sibsagar.
- (11) Teaching staff, H. R. H. School Prince of Wales Technical School Union.

- 20th January 1956— {
- (1) Secretary, Education and Technical Education.
 - (2) Director of Public Instruction, Assam, Shillong.
 - (3) Deputy Director of Public Instruction, Assam, Shillong.
 - (4) Principal, Cotton College, Gauhati.
 - (5) Shri G. C. S. Barooah, Inspector of Schools, Jorhat.
 - (6) Shri A. Barkataki, Inspector of Schools, Nowgong.
 - (7) Shri D. Gogoi, Inspector of Schools, Gauhati.
 - (8) Inspectress of Schools, Shillong.
 - (9) Principal, H. R. H. Prince of Wales Technical School, Jorhat.

14th February 1956—(1) All-Assam Police Association, Dhubri, Goalpara.

- (2) All-Assam Head Constables' and Constables' Association, Police Reserve, Shillong.
- (3) Indian Medical Association, Assam State Branches, Shillong and Gauhati.
- (4) All-India Medical Licentiates' Association, Assam Provincial Branch, Silchar.
- (5) Assam Janaswasthya Parisod, Gauhati.
- (6) The Assam Provincial Compounders' Association, Silchar.
- (7) All-Assam Rural Health Inspectors and Health Assistants' Association, Silchar.
- (8) The Assam Jail Officers' Association, Jorhat.
- (9) Assam Jail Warders' Association, Sibsagar.

15th February 1956—(1) Secretary, Medical Department.

- (2) Director of Health Services, Assam and Inspector General of Prisons, Assam.
- (3) Deputy Directors of Medical and Public Health, Assam.
- (4) Principal, Assam Medical College, Dibrugarh, with one representative each of Professors, Assistant Professors, Demonstrators and Nurses.
- (5) Principal, Ayurvedic College, Gauhati.

27th April 1956— (1) Engineering Service Officers' Association.

- (2) Engineering (Subordinate) Service Officers' Association.
- (3) Muhirris' Association.
- (4) P. W. D. Workers' Union.
- (5) Factory Inspectors' Association.
- (6) Secretary and Chief Engineers.
- (7) Secretary, P. and D. Department.
- (8) Secretary, Education (Publicity/Technical).
- (9) Secretary, Labour.
- (10) Labour Commissioner and Chief Inspector of Factories.
- (11) Chief Electrical Engineer and Electrical Adviser.
- (12) Chief Inspector of Boilers.
- (13) Director of Publicity.
- (14) Principal, Engineering College.
- (15) Principal, Engineering School.

28th April 1956— (1) Agricultural Gazetted Officers' Association.

- (2) Agricultural Non-Gazetted Officers' Association.
- (3) Animal Husbandry and Dairying Officers' Association.
- (4) Forest Service (Gazetted) Officers' Association.
- (5) Forest Service (Non-Gazetted) Officers' Association.
- (6) Secretary, Agriculture and Food, Fishery and Forests.
- (7) Director of Agriculture.
- (8) Additional Director of Agriculture and Director of Fishery.
- (9) Principal, Veterinary College.
- (10) Director of Veterinary and Animal Husbandry Department.
- (11) Conservator of Forests.

- 30th April 1956—
- (1) Civil Service Class I Association.
 - (2) Civil Service Class II Association.
 - (3) Registering Officers' Association.
 - (4) Survey Employees' Association.
 - (5) Mandal and Kanungoes' Association.
 - (6) Secretary, Revenue Department.
 - (7) D. L. R. and I. G. R.
 - (8) I. G. P. with one Representative of the A. P. Service.
 - (9) D. I. G. (C. I. D.).
 - (10) S. S. P. (Communication).

- 21st June 1956—
- (1) Co-operative Officers' Association.
 - (2) Excise Officers' Association.
 - (3) Non-Gazetted Inspecting Officers' Association of the Taxation Department.
 - (4) State Transport Union, Shillong, Branch.
 - (5) State Transport Union, Jorhat Branch.
 - (6) Press Industrial Employees' Association.
 - (7) { Commissioner of Taxes and Excise Commissioner.
Secretary, Board of Agriculture Income-Tax.
 - (8) { Secretary, Transport.
State Transport Commissioner.
Secretary, Board of Control, State Transport.
 - (9) { Secretary, Printing and Stationery.
Special Officer, Government Press.

- 22nd June 1956—
- (1) Assam Secretariat Service Association.
 - (2) The Shillong Ministerial Officers' Association.
 - (3) All-Assam Ministerial Officers' Association.
 - (4) Assam Stenographers' Association.
 - (5) All-Assam Potders' Association.
 - (6) All-Assam Process Servers' Association.
 - (7) IV Grade Government Servants' Association.
 - (8) Technical Gazetted Employees' Association, Department of Economic and Statistics.
 - (9) Technical non-Gazetted Employees' Association, Department of Economic and Statistics.
 - (10) Textile Employees' Association.
 - (11) Director of Statistics.
 - (12) Private Secretary to the Governor of Assam.
 - (13) Deputy Examiner of Local Accounts.
 - (14) Local Auditors' Association.

- 23rd June 1956—
- (1) Secretary, Community Projects.
 - (2) Commissioners of Divisions.
 - (3) Chief Secretary.
 - (4) Joint Secretary, Appointment and Home and Secretary, Tribal Areas Department.
 - (5) Secretary, Assam Public Service Commission.
 - (6) Special Officer, N. C. C.
 - (7) Secretary, Legislative Assembly.
 - (8) Director of Historical and Antiquarian Studies.

- 24th July 1956 —
- 1. Ministerial Association, Assam High Court.
 - 2. Registrar, the Hon'ble High Court of Judicature, Assam.



APPENDIX IV

Statement showing the present strength of the cadre of different service of the various Departments and the number of superior posts available for promotion

Civil Service	Judicial Service	Education Service	School Service		Forest Service	Medical and P. H. Service	Engineering Service		
			Teaching	Inspection			Civil	Electricity	Factory
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	
D. Cs./A. D. Ms./Dy. Secretaries/S. D. Os./Under-Secretaries (41)	L. R./Regr. H. C./Dist. Judges/Addl. Dist. Judges/Sub-Judges / Deputy Regr./Asstt. L. R. (16)	D. P. I./A. D. P. I./Principal/Inspectors/Professors (25)	.....	A. Is. (9)	D. F. Os. (18)	... Director/Deputy Director/C. S./A. D. P. H., etc. (17)	C. Es./Addl. C. Es./S. Es./E. Es. (49)	C. Es./S. E./E. E. (6)	Deputy C. I. (1)
E. A. Cs. (141)	... Munsiffs (21)	... Lecturers (52)	... Headmasters/Supdts./Assistant Head Masters (56)	D. Is./A. D. Is. (27)	A. C. Fs. (22)	... Assistant Surgeon (Sr.) (Jr.)/D. M. O. Hs./S. D. M. O. Hs. (135)	Asstt. Engineer (167)	Assistant Engineers (14)	Inspectors (5)
S. D. Cs. (140)	... ..	... ..	Teachers (452)	... S. I. (59)	... Ranger (106)	... L. M. Ps. (351)	... Overseers (351)	... ..	... ..
.....	.....	.....	.....	.....	Dy. Rangers (104)	.....	.....	.....	.....
.....	.....	.....	.....	.....	Foresters (217)	.....	.....	.....	.....
.....	.....	.....	.....	.....	Assistant Foresters (121)	.....	.....	.....	.....
.....	.....	.....	.....	.....	Forest Guards (699)	.....	.....	.....	.....



APPENDIX IV—*contd.*

Boilers (10)	Statistics (11)	Agricultural Service (12)	Veterinary Service (13)	Co-operative Department (14)	Labour Department (15)	Excise Department (16)	Taxation Department (17)	Police Department (18)
Chief Inspector (1)	Director/Deputy Director, (2)	Class I— D. D. As./Profs./ E. B./A. G., etc. (14)	Class I— D. D. A. H. and Veterinary Pro- fessors, etc. (12)	Jt. Registrar/Dy. Registrar. (4)	Labour Commr./ Deputy Labour Commissioner/ Asstt. Labour Commissioner (3)	Deputy Com- missioner. (1)	Assistant Com- missioner. (3)	Superintendent of Police. (23)
Inspectors (3)	Statisticians/Super- intendents/Investi- gators (21)	Class II— D. A. Os./ Lecturers/ H. D. O., etc. (56)	Class II— D. A. H. & V. O. Lecturers (19)	D. C. O./Asstt. Regr. (162)	Labour Officer (5)	Superintendent/ Dy. Supdt. (13)	Superintendent (21)	Deputy Superinten- dent of Police/ Inspectors. (121)
.....	Inspectors/Sub- Inspectors. (41)	Inspectors (141)	Vety. Asstt. Surgeons (157)	A. C. Os. (282)	Labour Inspectors and Investigators (14)	Inspectors (16)	Inspectors/Sub- Inspectors (51)	Sub-Inspectors. (683)
.....	.....	Demonstrators	Supervisor F. A. (30)	.....	.....	.....	.....	Assistant Sub- Inspectors (980)
.....	.....	.....	V. Demonstrators (313)	.....	.....	.....	.....	Head Constable. (642)
.....	.....	.....	.....	.....	.....	.....	.....	Constables. (12,000)

1. Civil Service ... S. D. Cs. are recruited directly. 25 per cent of the vacancies in the cadre of the E. A. Cs is filled up by promoted S. D. Cs.
2. Judicial Service ... Munsiffs are recruited directly. Not more than one third of the vacancies in the cadre of the Sub-Judges may be recruited from the Bar. Similarly not more than one third of the cadre of the Senior Judicial Service may be filled up by direct recruitment.
3. Education Service ... The post in the cadre of the A. E. S. (Class II) are filled up by direct recruitment except in the case of the three posts of A. Is. of Schools (General)—50 per cent of which is filled up by promotion from the rank of the D. Is and the remaining by the direct recruitment.

The posts in A. E. S. (Class I) are filled up by promotion from Class II but Government has the right to make direct recruitment in the case of the Heads of the College Departments. The posts of the Principal, D.D.P.I./D. P. I. are now filled up by open advertisement.
4. School Service—
 - Teaching ... The posts of the Assistant Headmasters are filled up ordinarily by promotion. The posts of the Headmasters are filled up exclusively by promotion.
 - Inspection ... The posts of D. Is are filled up exclusively by promotion from the S. Is.
5. Forest Service ... 25 per cent of the vacancies in the cadre of the Rangers is filled up by promotion from the lower ranks and the rest by direct recruitment. 25 per cent of the vacancies in the cadre of the A. C. Fs is filled up by promotion from the ranks of the Rangers Grade I and the rest by direct recruitment. The higher posts are filled up by promotion only.
6. Medical Service ... 7 posts in the cadre of the Assistant Surgeons (Senior) are reserved for Licentiatees, the posts in the cadre of Assistant Surgeon (Junior) are filled up directly higher posts are filled up by promotion.
7. Engineering Service ... Assistant Engineers are recruited direct. The Subordinate Engineers are promoted to the post of S. D. O., P. W. D. and S. D. O. (T.C.) but there is at present no reservation. The higher posts are filled up by promotion only.
8. Electricity Department The posts of the Assistant Engineers are filled up by direct recruitment. Higher posts are filled up partly by promotion partly by direct recruitment. No percentage fixed.
9. Factory Department ... The posts of the Inspectors are filled up by direct recruitment. The post of the Deputy Chief Inspector has been filled up by promotion.
10. Boilers Department ... The posts of the Inspectors are filled up by direct recruitment. The post of the Chief Inspector is filled up by advertisement. The Inspectors are eligible for applying.
11. Statistics Department ... The posts of the Inspectors are filled up by direct recruitment. The posts of the Investigators are filled up partly by promotion partly by direct recruitment—no percentage fixed. The posts of Superintendents and the Statisticians are filled up by direct recruitment as well as by promotion—no percentage has yet been fixed.

The post of the Deputy Director has been filled up by promotion.
12. Agriculture Service ... All administrative posts in Class II are filled up by promotion from the ranks of the Inspectors. Class II posts in the Agricultural College and Research Schemes are filled up by direct recruitment, departmental candidates are also eligible. There is also provision for filling up these posts by promotion. Administrative posts in Class I are filled up by promotion. It is, however, open to Government to fill up these posts by advertisement. Class I post in the Agriculture College are filled up through advertisement. There is also provision for promotion.
13. Veterinary Service ... Same as in Agriculture.
14. Co-operative Department. A. C. Os are recruited directly but there is provision for filling up certain posts by promotion from L. D. Assistants of Co-operative Department. 40 per cent of the posts of D. C. Os are filled up by promotion from the A.C.Os. 10 per cent from Upper Division Assistants of the Co-operative Department and the rest by direct recruitment. The higher posts are filled up by promotion only.
15. Labour Department ... All posts are filled up both by direct recruitment and promotion—no percentage fixed.
16. Excise Department ... The posts of the Deputy Superintendents are filled up by promotion. 50 per cent of the posts of the Superintendent is filled up by promotion and the remaining by direct recruitment. The post of the Deputy Commissioner is a promotion post.

(17) Taxation Department... The posts of the Inspectors are filled up only by promotion at present. The posts of the Superintendents are filled up partly by promotion partly by direct recruitment—no percentage has yet been fixed. The posts of the Assistant Commissioners are promotion posts.

(18) Police Department ... 25 per cent of the posts of A. S. Is is filled up by direct recruitment and the rest by promotion from lower ranks. 50 per cent of the posts of the Unarmed Branch S. Is is filled up by direct recruitment and the rest by promotion from A.S.Is. Armed Branch S. Is are all promoted. The posts of the Inspectors are filled up only by promotion. 50 per cent of the posts of the D. S. Ps is filled up by direct recruitment and the rest by promotion. Higher posts are filled up by promotion only.

APPENDIX V

Proposed Scales of Pay

1. Rs.28—40	...	Peons, Orderlies, Excise peons, etc.
2. Rs.30—45	...	Fly Boys (Government Press), Animal Attendants and Process Serving Peons.
3. Rs.35—45	...	Duftries, Jamaders in all offices, Handyman, Vaccinators (Jr.), etc.
4. Rs.35—55	...	Constables, Forest Guards, Warders, etc.
5. Rs.40—60	...	Untrained L. P. Teachers.
6. Rs.45—65	...	Mandals, Record Arrangers and Suppliers.
7. Rs.45—80	...	Malaria Inspectors, Health Assistants, etc.
8. Rs.50—70	...	Printers, Grade II, Zinc Correctors II (Assam Survey).
9. Rs.50—75	...	Assistant Foresters.
10. Rs.50—90	...	Assistant Sub-Inspector (Excise), Rural Health Inspectors, Untrained Muharrirs, Drivers of Engines, etc.
11. Rs.55—75	...	Head Constables, Head Warders, etc.
12. Rs.55—80	...	Agriculture and Veterinary Demonstrators (untrained).
13. Rs.60—100	...	A. S. I., Police, Compounders, Trained Agricultural and Veterinary Demonstrators, Drivers of Cars and Trucks, Foresters, Tracers, Turner, Welder, Blacksmith of Grade II.
14. Rs.60—125	...	L. D. Assistant in District Offices and Typists, Telephone Operators.
15. Rs.65—90	...	Malaria Supervisors.
16. Rs.70—150	...	Nurses.
17. Rs.75—100	...	Supervisor Kanangos, Traversers III and Computers Grade II (Assam Survey).
18. Rs.75—125	...	Intermediate and Matric Normal Passed Teachers. Deputy Rangers, Veterinary Field Assistants, Assistant Inspector of Agriculture, Assistant Teachers and Instructors, Cottage Industries, Teachers, Survey Schools.
19. Rs.75—150	...	Fitters and skilled Artisan of the first Grade, Laboratory Technicians, Trained Mohurrirs.
20. Rs.75—175	...	L. D. Assistants, Heads of Departments.
21. Rs.80—200	...	Lower Division Assistants, Secretariat.
22. Rs.90—125	...	Draftsman I (Survey).
23. Rs.90—150	...	Computer Grade I (Assam Survey), Head Machine Printer.
24. Rs.100—175	...	Head Draftsman.
25. Rs.100—200	...	Unqualified Stenos, Overseers Grade II, Trained Library Assistants and Librarian of Institutions.
26. Rs.100—250	...	Sub-Inspectors of Police, Assistant Jailor (Under-graduate).
27. Rs.125—175	...	Upper Division Assistants in District Offices and Selection Grade Typists.
28. Rs.125—250	...	Steno Grade II (qualified 120 words speed).
29. Rs.125—275	...	Graduate teachers of Government Schools, Agricultural Inspectors (Graduates) Overseers, Rangers Grade II, Sub-Registrar, Sericulture Inspectors, Assistant Co-operative Officers, Labour Investigators, Statistical Sub-Inspectors.

30.	Rs.150—250	...	Sadr. Accountant, Head Assistants of certain Subordinate Offices.
31.	Rs.150—300	...	Journalist, Veterinary Assistant Surgeons, Artist, Junior Auditors, Junior Accountant (P. W. D.).
32.	Rs.150—350	...	Deputy Co-Operative Officers, Deputy Librarian.
33.	Rs.150—450	...	Inspectors of Taxes, Excise, Labour, Statistics.
34.	Rs.175—250	...	Subdivisional Head Assistants, Head Assistants of certain Subordinate Offices.
35.	Rs.175—275	...	Upper Division Assistants, Heads of Departments.
36.	Rs.175—300	...	L. M. Ps.
37.	Rs.175—450	...	Inspector of Police, Jailors, M. V. Inspector, Superintendent, Sericulture and Weaving, Divisional Accountant, Local Auditors.
38.	Rs.175—500	...	S. D. Cs., Deputy Superintendent of Excise, Taxes Investigators, Election Officers.
39.	Rs.200—300	...	Head Assistant D. C's Office.
40.	Rs.200—350	...	Stenographer, Grade I Junior.
41.	Rs.200—325	...	Upper Division Assistants, Secretariat.
42.	Rs.200—500	...	District Agricultural Officers, District Animal Husbandry and Veterinary Officers. Headmasters of High Schools, Superintendents of Normal Schools and Deputy Inspector of Schools.
43.	Rs.200—600	...	Assistant Registrar Co-operative, Rural Development Officers, Project Officers, Labour Officers, District Transport Officers, Deputy Superintendent of Police.
44.	Rs.200—700	..	Superintendents of Taxes, Excise, Agricultural Income-Tax Officers.
45.	Rs.225—500	...	Lecturers, Cotton College, Agriculture College.
46.	Rs.225—600	...	Assistant Surgeon (M. B. B. S.), Assistant Engineers, Assistant Conservator of Forests.
47.	Rs.250—300	..	Head Assistants, Heads of Departments.
48.	Rs.250—325	...	Forest Rangers, Grade I, Matron.
49.	Rs.250—400	...	Special Sub-Registrar, Revenue Sheristadar, Deputy Commissioner's Office.
50.	Rs.250—750	...	Deputy Director, Agriculture, Veterinary, Publicity, Cottage Industries, Assistant to C. E. O., Statisticians, Research Officers.
51.	Rs.250—800	..	Extra Assistant Commissioner, Munsiffs.
52.	Rs.300—450	...	Superintendents of Heads of Departments.
53.	Rs.350—475	...	Superintendents of Secretariat and Stenographers Grade I Senior.
54.	Rs.350—600	...	Deputy Examiner, Local Accounts, Assistant Accounts Officer, Principal, Ayurvedic College.
55.	Rs.350—800	...	Professors and Inspectors of Schools, Assistant Labour Commissioner.
56.	Rs.400—850	...	Deputy Director of Statistics, Superintendent, Government Press (Under Secretary direct recruit).
57.	Rs.450—600	...	Registrar, Selection Grade Steno.
58.	Rs.500—800	...	Sub-Judges.
59.	Rs.500—850	..	Trade Adviser.
60.	Rs.600—900	...	Assistant Commissioner of Taxes, Divisional Forest Officers, Civil Surgeons, Executive Engineers, Assistant Secretary.
61.	Rs.600—1,000	...	Examiner Local Accounts, Principal, Veterinary College, Principals, Jorhat Technical Institute, Engineering School, Gauhati.
62.	Rs.800—1,150	...	Additional District Magistrates, Deputy Secretaries and certain smaller Heads of Departments.
63.	Rs.850—1,500	...	Deputy Commissioners.
64.	Rs.1,000—1,500	...	Heads of Departments.

PRESS NOTE

Press Communique No.448, dated Shillong, the 14th August 1956—**Revised Pay Scales—Government Decision on Pay Committee Recommendations.**—The Committee appointed by the State Government on 18th July, 1955 to enquire into the present scales of pay and allowances in all branches of Government service and to make suggestions for their revision in order to ensure rationalisation, simplification and uniformity to the fullest extent possible and to recommend model scales of pay for essential non-Government services such as the employees of Local Bodies and teachers of the recognised educational institutions, have since submitted their report to the Government.

After due consideration of the recommendations made by the Committee, Government have generally accepted them with minor modifications and have decided to give effect to the revised scales from 1st October 1956. The standard scales recommended by the Committee with the Minima and Maxima have been approved. The details regarding grouping of the posts under the standard scales, incremental rates in the scales, the stages and number of efficiency bars, confirmation, etc., together with principles governing the fixation of initial pay of existing Government servants in the revised scales of pay will require further examination.

A Resolution embodying the final decisions of the Government in these matters will be issued in due course by the Finance Department. The standard scales of pay suggested by the pay Committee and generally accepted by Government together with the model scales of pay recommended for the teaching staff of aided educational institutions and scales under the State Primary Board which have also been generally accepted by Government are indicated below for general information :—

	Rs.
1. Peons, Orderlies, Excise peons, etc....	28—40
2. Fly Boys (Government Press), Animal attendance, and Process Serving Peons, etc.	30—45
3. Dufftries Jamadar in all offices, Handyman, Vaccinators (Junior), etc. ..	35—45
4. Constables, Forest Guards Warders, etc. ...	35—55
5. Untrained Lower Primary Teachers, etc. ...	40—60
6. Mandal, Record Arrangers and Suppliers, etc. ...	45—65
7. Malaria Inspectors, Health Assistants, etc. ...	45—80
8. Printers Grade II, Zinc Correctors II (Assam Surveys), etc. ..	50—70
9. Assistant Foresters, etc. ...	50—75
10. Assistant Sub-Inspectors (Excise), Rural Health Inspectors, Untrained Muhorriis, Drivers of Engines, etc.	50—90
11. Head Constables, Head Warders, etc. ..	55—75
12. Agriculture and Veterinary Demonstrators (Untrained), etc. ..	55—80
13. Assistant Sub-Inspector of Police, Compounders, Trained Agricultural and Veterinary Demonstrators, Drivers of Cars and Trucks, Foresters, Tracers, Turner, Welder, Blacksmith of Grade II, etc.	60—100
14. Lower Division Assistants in District Offices and Typists, Telephone Operators, etc. ...	60—125
15. Malaria Supervisors, etc. ...	65—90
16. Nurses, etc. ..	70—150
17. Supervisors Kanangos, Traversers III and Computers Grade II (Assam Survey), etc. ...	75—100
18. Intermediate teachers in Government High Schools. Veterinary Field Assistants, Assistant Inspectors of Agriculture, etc.	75—125
19. Fitters and skilled Artisans of the First Grade, Laboratory Technicians, Trained Muharrirs, etc.	75—150
20. Lower Division Assistants of Heads of Departments, etc. ...	75—175
21. Lower Division Assistants of Secretariat, etc. ...	80—200
22. Draftsman I (Survey), etc. ...	90—125
23. Computers Grade I (Assam Survey), Head Machine Printer, etc. ...	90—150
24. Head Draftsman, etc. ..	100—175
25. Unqualified Stenographers, etc. ...	100—200
26. Sub-Inspectors of Police, Assistant Jailor, etc. ...	100—250
27. Upper Division Assistants in District Offices and Selection Grade Typists, etc. ..	125—175
28. Graduate teachers of Government Schools, Agricultural Inspectors (Graduates) Overseers, etc.	125—275
29. Sadr Accountant, etc. ..	150—250
30. Junior Auditors, Junior Accountant (P. W. D.), etc. ...	150—300

	Rs.
31. Deputy Co-operative Officers, etc.	150—350
32. Inspectors of Taxes, Excise, Labour, Statistics, etc.	150—450
33. Head Assistants of certain Subordinate Offices, etc.	175—250
34. Upper Division Assistants, Heads of Departments, etc.	175—275
35. L. M. Ps., etc.	175—300
36. Inspector of Police, Jailors, etc.	175—450
37. Sub-Deputy Collectors, Deputy Superintendent of Excise, Taxes, Investigators, Election Officers, etc.	175—500
38. Steno Grade I (Junior), etc.	200—350
39. Upper Division Assistants, Secretariat, etc.	200—325
40. District Agricultural Officers, District A. H. & V. Officers. Headmasters of High Schools, Superintendent of Normal Schools and Deputy Inspector of Schools, etc.	200—500
41. Rural Development Officer, Project Officers, Labour Officers, etc.	200—600
42. Superintendent of Taxes, Excise, etc.	200—700
43. Lecturers, Government Colleges, etc.	225—500
44. Assistant Surgeon (M.B.B.S.), Assistant Engineers, Assistant Conservator of Forests, etc.	225—600
45. Head Assistants, Head of Departments, etc.	250—300
46. Matron, etc.	250—325
47. Special Sub-Registrar, Revenue Sheristadar, Deputy Commissioner's Office, etc.	250—400
48. Deputy Director of Agriculture, Deputy Director of Veterinary, Deputy Director of Publicity, Deputy Director of Cottage Industries, Assistant to C.E.O., Statisticians, Research Officers, etc.	250—750
49. Extra Assistant Commissioner, Munsiffs, etc.	250—800
50. Superintendents of Heads of Departments, etc.	300—450
51. Superintendents of Secretariat, Stenos Grade I (Senior), etc.	350—475
52. Deputy Examiner of Local Accounts, Assistant Accounts Officer, Principal, Ayurvedic College, etc.	350—600
53. Professors, Government Colleges, Inspector of Schools, Assistant Labour Commissioner, etc.	350—800
54. Deputy Director of Statistics, Superintendent, Government Press, etc.	400—850
55. Selection Grade Stenos, etc.	450—600
56. Sub-Judges, etc.	500—800
57. Trade Adviser, etc.	500—850
58. Assistant Commissioner of Taxes, Divisional Forest Officers, Civil Surgeons, Executive Engineers, Assistant Secretary, etc.	600—900
59. Examiner of Local Accounts, Principals, Veterinary College, Jorhat Technical Institute, Engineering School, Gauhati, etc.	600—1,000
60. Additional District Magistrates, Deputy Secretary and certain Heads of Departments, etc.	800—1,150
61. Deputy Commissioners, etc.	850—1,500
62. Heads of Departments	1,000—1,500

MODEL SCALES OF PAY FOR TEACHERS OF AIDED EDUCATIONAL INSTITUTIONS AND SCHOOLS UNDER THE STATE PRIMARY BOARD

Lower Primary or Basic School

Designation	Existing Scale	Revised Scale	Remarks
	Rs.	Rs.	
Untrained Pandit	30—40	40—60	
Guru or Basic trained Pandit	30—45 (Guru)	50—65	}
Matric Untrained Pandit	30—40 at 35		

Matric Guru trained Pandits	...	...	Rs. 35—45 (Guru)	}	Rs. 55—75
Non-Matric Normal passed Pandits	...	...	40—55		

Head Pandits will get an allowance of Rs 3 per month

Middle Vernacular Schools

Designation	Existing scale	Revised scale	Remarks
	Rs.	Rs.	
Untrained Pandits	30—40	40—60	
Guru or Basic trained Pandits	35—45 (Guru)	50—65	
Matric passed untrained Pandits	30—40 at 35	50—65	
Matric Guru trained Pandits	35—45 (Guru)	55—75	
Normal passed Pandits	45—75	60—75	
Matric Normal Pandits	..	75—100	
Hindi or Classical Teachers	...	55—80	

Head Pandit will get a charge allowance of Rs.10 per month

Aided Middle English Schools

Intermediate passed teachers	..	...	Rs. 75—125
Matric or Normal passed teachers	...	...	60—75
Matric Normal passed teachers	...	...	75—100
Graduate teachers	...	...	75—125 (with a higher initial at Rs.85).
Hindi or Classical teachers	...	...	55—80

Head Master will get a charge allowance of Rs.10 per month

Aided High English Schools

Matriculate teachers	...	...	Rs. 50	Rs. 60—75
Intermediate passed teachers	...	...	60	75—125
Graduate teachers	...	...	80	100—200
Normal passed teachers	...	...	50	60—75
Matric Normal passed teachers	...	...	50	75—100
Classical teacher	...	...	60	If Graduate, Graduate's scale in Aided High Schools. If undergraduate, Intermediate scale in Aided High Schools.
Hindi teachers	...	...	60	Rs. 60—100
Assistant Headmaster	...	...	Allowance 10	100—200 [plus allowance of Rs.20 (twenty)].
Headmasters	...	...	Allowance 20	150—300 [(for Graduates only) plus allowance of Rs.30.]

In all cases existing Dearness Allowance will continue

COLLEGES

Grade I

Principals	...	...	...	...	...	350—600
Professors	...	...	...	...	...	200—450

Grade II

Principal	...	...	...	...	...	250—400
Professors	...	...	...	...	...	175—300
Demonstrators of Colleges	100—200

For those who are at least Second Class M.A. or M.Sc.



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APPENDIX VI

Designation of the service or post	Existing scale of pay	Revised scale recommended by the Pay Committee	Remarks
Land Revenue—Land Records			
	Rs.	Rs.	
Supervisor Kanungo	65—90	75—100	
Mandals Selection Grade	60	70 (fixed)	
Mandal	40—55	45—65	
Survey Training School			
Headmaster	75—120	100—200	
Second Master	75—110	90—150	
Third, 4th and 5th Masters	65—100	75—125	
Compounder	45—75	60—100	
Tindals and Khalasis not subject to field work	25—35	28—40	
Assam Surveys			
Deputy Director of Surveys	600—900	600—1,000	
Assistant Director of Surveys	200—600	200—600	
Additional Assistant Director of Surveys	Proposed new post	200—600	
Principal, Survey School ... ..	.....	200—600 plus free quarters.	
Traverser Section			
Supervisors	135—200	150—250	
Traverser (Senior)	100—150	100—200	
Head Computer	100—150	100—200	
Computers I	85—100	90—150	
Traversers II	85—100	90—150	
Computers II	55—85	75—100	
Traversers III	55—85	75—100	
Drawing Section			
Head Draftsman	100—125	100—175	
Draftsman I	85—100	90—125	
Draftsman II	55—85	60—100	
Pupil Draftsman	40—55	45—65	
Production Section			
Printing Supervisor	100—150	100—175	
Assistant Printing Supervisor	85—100	90—125	
Zinc Corrector (I)	55—95	60—100	
Zinc Corrector (II)	40—55	50—70	
Head Machine Printer	65—100	75—125	
Printers I	55—85	60—100	
Printers II	40—60	50—70	
Developer	45—75	55—80	
Time-keeper	32—40	35—45	

Designation of the service or post					Existing scale of pay	Revised scale recommended by the Pay Committee	Remarks
Production Section—concl'd.							
Mistry	...	...	...	...	Rs. 55—100	Rs. 60—125	
Grainer I	...	...	...	...	33—45	35—45	
Grainers II	...	...	...	...	25—35	28—40	
Khalasis	...	...	...	...	25—35	28—40	
Tindals	...	...	...	...	33—45	35—55	
Mate	...	...	...	...	26 (fixed)	30—45	
General Section							
Store-keeper	...	...	...	...	45—80	50—90	
Record Room Assistant	...	...	...	...	40—50	45—65	
Map Mounter	...	...	...	...	40—50	45—65	
Forest Department							
Conservator of Forests	...	...	...	...	1,000—1,500	1,000—1,500	
Deputy Conservator of Forests	...	...	...	...	600—900	600—900	
Assistant Conservator of Forests	...	...	...	...	200—600	225—600	
Forest Ranger	...	...	...	...	225—275	250—325	To be filled up by pro- motion.
					150—225 }	125—275	
					100—180 }		
Deputy Ranger	...	...	...	...	75—100	75—125	
Foresters	...	...	...	...	55—65	60—100	(For Matriculates & a higher initial of Rs.65).
Assistant Foresters	...	...	...	...	45—55	50—75	
Forest Guard	...	...	...	...	33—45	35—55 plus cycle allowance of Rs.5.	
Tramway Staff							
Loco Foreman	...	...	...	...	150—250	125—275 plus S.P. Rs.25.	
Fitter	...	...	...	...	75—100	75—150	
Loco Driver	...	...	...	...	65—90	60—100	
Fireman	...	...	...	...	45—55	55—75	
Blacksmith	...	...	...	...	55—65	55—80	
Pumping Engine Driver	...	...	...	...	55—65		
Loading Assistant	...	...	...	...	55—65		
Gangman	...	...	...	...	55—65		
Train Guard	...	...	...	...	55—65		
Steam-man	...	...	...	...	40—50	40—60	
Hammer-man	...	...	...	...	45—55	45—65	
Trained Khalasi	...	...	...	...	40—50	40—60	
Store-Keeper	...	...	...	...	55—65	55—80	
School Teachers	...	...	...	...	45—55	As in Education Department.	
Mahuts	...	...	...	...	45—55	50—75	
Grass cutters	...	...	...	...	25—35	28—40	

Designation of the service or post					Existing scale of pay	Revised scale recommended by the Pay Committee	Remarks
Department of Statistics							
					Rs.	Rs.	
Director	...	..	..	..	650—1,000	800—1,150	
Deputy Director	...	..	..	..	400—850	400—850	
Statisticians	...	..	..	..	250—650	250—750	
Superintendent, Statistics	...	..	..	..	200—600	200—700	
Investigator	...	...	...	...	175—500	175—500	
Inspector	...	...	...	...	150—450	150—450	M.As. or M.Sc.s. recruited directly may have a higher start.
Sub-Inspector	...	...	...	...	100—250	125—275	
Senior Computer	...	...	...	...	150—225	175—275	
Computers	...	...	...	...	65—125	75—175	
Local Fund Audit Establishment							
Examiner, Local Accounts	...	...	...	...	450—800	600—1,000	
Deputy Examiner, Local Accounts	...	...	...	...	325—600	350—600	The post of Superinten- dent to be conver- ted into that of Deputy Examiner.
Superintendent	...	...	...	...	300—500		
Local Auditor	...	...	...	...	175—400	175—450	
Junior Auditor	...	...	...	...	150 (fixed).	150—300	For trained graduates.
Assistant Auditor	...	...	...	...	80—175	125—275	For untrained graduates In future only gra- duates will be re- cruited directly as Assistant Auditors.
Public Works Department Divisional Accountants							
Divisional Accountants	...	...	...	...	175—400	175—450	
Junior Divisional Accountants	...	...	...	...	150 (fixed)	150—300	For trained graduates.
Assistant Divisional Accountants	...	...	...	...	100—175	125—275	For untrained graduates: In future only graduates will be recruited direc- tly.
						100—200	For Intermediate Trained Accountants. They will be eligible for promo- tion on passing the prescribed examination.
Police							
Additional Superintendent and Superintendent of Police.					600—1,000	600—1,000	For Assam Police Service Officers.
Deputy Superintendent of Police	...				150—600	200—600	Plus House-rent allowance of Rs.25 per mensem.
Inspector	...	...	...	...	175—375	175—450	
Sub-Inspector	...	...	...	...	100—200	100—250	
Assistant Sub-Inspector	...	...	...	...	55—75	60—100	
Head Constable	...	...	...	...	50—70	55—75	
Constable	...	...	...	...	33—45	35—55	To start at Rs.40 on com- pletion of training.
Mechanics of the Police Department	...				75—125	75—150	

Designation of the service or post	Existing scale of pay	Revised scale recommended by the Pay Committee	Remarks
Education			
	Rs.	Rs.	
Director of Public Instruction	1,000—1,500	1,000—1,500	
Additional Director of Public Instruction ... ..	.....	800—1,150	At present there is a post of Deputy Director in the Education Department on the scale of Rs. 800—50—1,150. The Committee consider this scale too high for a Deputy Director and recommend that the designation should be changed to Additional Director of Public Instruction.
Assistant Director of Public Instruction	250—750 plus S.P. Rs.150.	350—800 plus S.P. of Rs.150.	
Principal, Cotton College	500—1,000	800—1,150	
Vice-Principal, Cotton College	250—750 plus S.P. Rs.75.	350—800 plus S.P. Rs.100.	
Secretary, Basic Education and Basic Education Officer.	500—800	500—800	
Professors of Government Colleges	250—750	350—800	Generally to be filled up by promotion but 1st class man with research qualifications and teaching experience may be directly recruited.
Lecturers of Government Colleges	175—450	225—500	1st Class M. A. or M.Sc. will start at Rs.250.
Headmasters/Superintendents of Normal Schools.	175—400	200—500	
Curator, Assam Museum	175—450	225—500	
Special Officer, National Cadet Corps	250—750	250—750	
Assistant Headmaster	100—250 plus S.P. 50.	125—275 plus S. P. of 50.	
Graduate teachers, } Classical teachers }	100—250	125—275	Graduate teachers with Hons. Distinction, B.T. Post Graduate degrees in Arts & Science will get two advance increments.
Intermediate or Matriculate Normal passed teachers.	75—120	75—125	
Matric Teachers	40—65	60—125	
Normal passed Teachers	55—90	60—100	
Hindi Teachers	75—120	75—125	
Demonstrators of Colleges	100—250	125—275	
Assistant Curator (Museum)	100—250	125—275	

Government Middle English Schools

Headmaster	}	75—120	Pay scales of teachers of Government Middle English Schools should be the same as those recommended for teachers of Government High Schools according to qualifications. The Headmasters should get a special pay of Rs.20.
Head Pandits	...	...	...
Intermediate Teachers	}	75—120	
Matric Normal Teachers...	...	...	...
Non-matric Normal Teachers	}	55—90	
Matric Teachers	...	...	...

Designation of the service or post	Existing scales of pay	Revised scales recommended by the Pay Committee	Remarks
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Government Lower Primary and Middle Vernacular Schools

Rs.

Rs.

The scales will be same as those recommended for teachers of Lower Primary and Middle Vernacular Schools under the School Board according to qualifications;

Inspecting Officers

Inspectors of Schools	250—750 plus S. P. Rs.150.	350—800 plus S. P. Rs.150.	There is a Women Branch of the Inspectorate on a lower scale. The Committee recommend that the Men and Women Branches of the Inspectorate should be amalgamated and the scale should be same for all Inspectors.
Inspectress of Schools	200—600 plus S. P. Rs.100.		
Assistant Inspectors	175—450 plus special pay Rs.50.	200—600	No special pay.
Deputy Inspector of Schools	175—400	200—500	
Additional Deputy Inspector of Schools	175—400		
Sub-Inspector of Schools	100—250	125—275 plus house-rent allowance of Rs.25.	
Assistant Sub-Inspector of Schools	75—120	75—125 plus house-rent allowance of Rs.15.	For Normal Passed Matriculates or Intermediates. For Normal Passed Non-Matriculates the scale recommended for normal passed teachers in High Schools.

LIBRARY ORGANISATIONS

Central Library

Central Librarian	175—450	225—500	
Deputy Librarian	150—350	150—350	
Assistant Librarian	65—150	75—175	For trained Assistant Librarian.
Counter Attendant	40—60	45 -- 65	

District Library

Librarians	100—250	125—275	For graduate Librarians.
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Cotton College Library

Deputy Librarian	250—750	250—750	
Library Assistants	100—200	100—200	

Librarians of Institutions

Agricultural College	100—175	100—200	
Veterinary College	100—175		
Engineering and Technical Institute	75—200		
Medical College	100—175		

Designation of the service or post	Existing scale of pay	Revised scale recommended by the Pay Committee	Remarks
Basic Education			
	Rs.	Rs.	
Principal, Post Graduate, Basic Training College.	250—750	250—750	Qualifications should be at least M.Ed.
Lecturers, Post Graduate Basic Training College.	175—450	225—500	For 2nd Class M.As. or M.Sc.s.
Principal, Basic Training College	175—450	225—500	For M.As. or M.Sc.s.
Principal, Janata College	175—450	200—500	
Lecturers, Basic Training College and Janata College.	100—250	125—275	
Principal Basic Training Centres	175—400	175—450	
Instructors and Craft Instructors, Basic Training Centres.	100—250	125—275	
Head Teachers of Senior Basic Schools	75—120	.....	Grade pay according to qualification and spl. pay of Rs.10.
Senior Teachers	75—120	.....	Same scale as in M.V. Schools.
Junior Teachers Matric	55—90	.....	Same scale as in L.P. Schools.
Junior Teachers Non-Matric	40—65	.....	Same scale as in L.P. Schools.
General Administration			
Assam Civil Service Class I (Senior) (Includes District Officers, Secretaries to Government, Heads of Departments and other posts of equivalent responsibility outside the cadre of Indian Administrative Service).	850—1,500	850—1,500	
Additional District Magistrates, Deputy Secretaries to Government and other posts of equal responsibility.	800—1,150	800—1,150	
Assam Civil Service Class I (Junior Grade). (Includes Extra Assistant Commissioners, Assistant Political Officers).	250—750	250—800	
Subdivisional Officers	250—750 <i>plus spl. pay Rs.100.</i>	250—800 <i>plus pl. pay Rs.150.</i>	
Sadar Subdivisional Officers	250—750 <i>plus spl. pay Rs.50.</i>	250—800 <i>plus spl. pay Rs.100.</i>	
Assam Civil Service II (Sub-Deputy Collectors).	150—450	175—500 <i>plus house rent allowance of Rs.25 per mensem.</i>	
Two Selection Grade posts of Sub-Deputy Collectors.	.....	500—600	
Assistant Secretaries	600—900	600—900	
Registrar, Assam Secretariat Civil and Public Works Department.	400—600	450—600	
Under-Secretaries to Government	Grade pay <i>plus</i> spl. pay Rs.200.	Grade pay <i>plus</i> spl. pay Rs.200.	
Private Secretary to Chief Minister	Grade pay as member of the service to which the officer belongs <i>plus</i> spl. pay Rs.200 per mensem.	Grade pay as member of the service to which the officer belongs <i>plus</i> spl. pay Rs.200 per mensem.	
Trade Adviser	500—850	500—850	

Designation of the service or post	Existing scale of pay.	Revised scale recommended by the Pay Committee	Remarks
Jails			
Jailors	Rs. 175—300	Rs. 175—450	
Assistant Jailor	80—175	125—275 100—250	(For Graduates.) (Non-Graduates.)
Special Officers (Jail Industries)	200—500	200—600	
Chief Head Warder	55—65	60—100	
Head Warders	45—55	55—75	
Warders	33—45	35—55	
Legislative Assembly Department			
Secretary, Legislative Assembly	600—1,000	800—1,150	Special pay to be merged.
P. A. to Speaker	150—350	200—350	
Superintendent, Members' Hostels	150—450	175—500	
Assembly Secretariat			
Superintendent	} ... All scales as in the Secretariat.	Same as in Secretariat.	
Upper Division Assistant			
Lower Division Assistant			
ADMINISTRATION OF JUSTICE			
Senior Service (Grade I)			
Legal Remembrancer, District and Sessions Judges, etc.	850—1,500	850—1,500	
(Grade II)			
Additional District and Sessions Judges	800—1,150	800—1,150	
Junior (Grade I)			
Sub-Judges	500—800	500—800	
Junior (Grade II)			
Munsiffs, Law Assistants to Legal Remembrancer, etc.	250—750	250—800	
PUBLICITY DEPARTMENT			
Director, Information and Publicity	500—1,000	800—1,150	
Deputy Director, Information and Publicity	250—750	250—750	
Departmental Publicity Officer	175—300	175—450	For Graduates.
Assistant Editor of Publications	175—350	175—450	For Graduates.
Technical Supervisor	150—400	150—450	
Regional Publicity Officer	100—200	100—250	
Subordinate Services			
Journalist	150—250	150—300	
Translators (including B. C. G.)	100—200	125—275	
Photographer	100—200	100—200	
Artists	150—225	150—300	
Organiser Anti-untouchability	100—200	100—200	

Designation of the service or post	Existing scale of pay	Revised scale recommended by the Pay Committee	Remarks
Other Subordinate Service (Technical)			
	Rs.	Rs.	
Provincial Wireless Electrician ...	150—200	150—250	
Regional Wireless Electrician ...	100—250	100—250	
Operators ...	80—120	90—150	
Drivers ...	45—100 (with higher initial pay of Rs.50):	60—100	
Dark Room Assistant ...	45—65	50—75	
Co-operative			
Registrar ...	Senior I. A. S. scale	(i) Rs.1,000—1,500 (ii) or Senior I A.S. scale	
Joint Registrar ...	600—900	800—1,150	
Deputy Registrar ...	250—700	250—750	
Assistant Registrar ...	} ... 200—600	200—600	
Superintendent, Training Institute			
Deputy Co-operative Officer ...	150—(fixed provisional).	150—350 (for Graduates).	
Assistant Co-operative Officer ...	100—200	125—275 (for Graduates).	
Statistical Officer ...	150—230	If qualifications are similar, same pay as applicable to Inspectors of Statistics.	
Sericulture and Weaving			
Joint Director ...	800—1,150	800—1,150	
Deputy Director ...	250—700	250—750	
Superintendent, Sericulture ...	150—450	175—450	
Superintendent, Weaving ...	150—450	175—450	
Assistant Weaving Superintendent ...	100—250	125—275	
Sericultural Inspector ...	100—250	125—275	
Dyeing and Print Instructor ...	75—125	} 75—125	For I. A. or I. Sc. with diplomas or practical training.
Weaving Assistant ...	75—125		
Assistant Teacher Government Weaving Institute ...	75—125		
Textile Designer ...	75—125		
Weaving Mechanic ...	75—125		
Dyeing Teacher ...	75—125		
Silk Throwster ...	75—125		
Silk Weaving Teacher ...	75—125		
Cottage Spinning Instructor ...	75—125		
Handspun Yarn Weaving Instructor ...	75—125		
Weaving Mistress ...	75—125		
Silk Reeling Supervisor ...	75—125		
Sericulture Supervisor ...	75—125		

Designation of the service or post	Existing scale of pay	Revised scales recommended by the Pay Committee	Remarks
Cottage Industries			
	Rs.	Rs.	
Joint Director, Cottage Industries ...	800—1,150	800—1,150	
Deputy Director, Cottage Industries ...	250—700	250—750	
Inspector of Small Cottage Industries ..	150—450	150—450	
Instructors	120—250 100—200	125—275	[For I. A./I. Sc. with diplomas or practical training.]
Officer in-charge, Soap Factory ...	150—450	175—450	
Assistant Instructor	75—150 55—100	75—150	
Foreman	120—250	125—275	
Operator	55—100	60—100	
Demonstrator	55—100	60—100	(For Trained.)

INSTITUTE OF ENGINEERING AND TECHNOLOGY AND CIVIL ENGINEERING SCHOOL

For Institutions offering National Certificate or Diploma courses in Engineering

Principal	300—800	600—1,000	B. E. Degree Holder with 10 years teaching experience.
Vice-Principal	200—600 S. P. 50	225—600 plus S. P. 100	
Senior Lecturers or professors ...	200—600	225—600	For M. A. ; M. Sc, and Engineering Graduates. Others in scale appropriate to their respective qualifications. For Arts or Science Graduates, Graduate's scale. (Rs.125—275).
Junior Lecturers or Assistant professors	150—360		
Foreman	125—250	150—300	
Supervisors	100—250	125—275	
Head Drawing Instructor			
Head Fitter			
Lecturer in Applied Mechanics and Electricity.			
Instructors	75—200	125—275	For Matric Diploma Holders.
Nowgong } Silchar } Technical Schools. Tezpur }			
Superintendent	200—600	225—600	For holders of Engineering degree. Higher initial to qualified and experienced candidates.

Designation of the service or post	Existing scales of pay	Revised scale recommended by the Pay Committee	Remarks
	Rs.	Rs.	
Assistant Superintendent	150—450	150—450	
Instructor	75—125	75—150	
Carpentry Instructor	90—125	90—150	
Instructor-in-charge	125—200	125—275	
Assistant Carpentry Instructor	55—85	60—100	
Store-Keeper	55—100	60—100	
Rural Development			
Panchayat Officer	250—700	250—750	
Rural Development Officer	200—500	200—600	
Inspectors	125—220	125—275	
Panchayat Secretary ... ..	...	75—150	(Should be trained in Accounts and Survey for 6 months.)
Primary Secretary ... ..	...	Rs.50 fixed for whole-time worker.	

Medical and Public Health

Director of Health Services	1,000—1,500	1,000—1,500	
Deputy Director of Health Services	600—1,000	600—1,000	Special pay of Rs.150; for Jails work.
Civil Surgeons	600—900	600—900	
Selection Grade (One post) Civil Surgeon	1,000	1,000	
Surgeon Specialists	500—900	600—900	
Assistant Surgeon Grade I (Senior)	200—500	225—600	There will be no grade of Assistant Surgeons Grade I Junior, which will be abolished.
Assistant Surgeon Grade I (Junior)	175—350		
Assistant Surgeon Grade II (Licentiate)	100—250	175—300	
	120—270		

Special Posts

State Malaria Officer	400—750	250—750	For M. B. B. S.
Special Leprosy Officer	150—350 plus S. P. Rs.50	225—600 plus S. P. 50	For M. B. B. S.
		175—450 plus S. P. 50	For Licentiates.
Officer In-charge, Vaccine Depot	150—350 plus S. P. Rs.50	175—450 plus S. P. 50	For Licentiates.
		225—600 plus S. P. 50	For M. B. B. S.

Designation of the Service or post	Existing scales of pay	Revised scales recommended by the pay Committee	Remarks
	Rs.	Rs.	
Assistant Malaria Officer	250—500	225—600	For M. B. B. S.
Public Analyst to Government and the Officer In-charge, State Public Health Laboratory, Shillong.	200—600	225—500 <i>plus</i> S. P. 150	
Assistant Analyst, State Public Health Laboratory, Shillong.	150—350	225—500	[For holders of post-graduate degrees. No special pay.]
Pasteur Institute			
Director of Pasteur Institute	600—900 <i>plus</i> S. P. 200	600—900 <i>plus</i> S. P. 200	
Assistant Director of Pasteur Institute ..	225—600 <i>plus</i> S. P. 150	225—600 <i>plus</i> S. P. 150	
Biochemist, Pasteur Institute	150—450	225—500	[For holders of post-graduate degree]
Assistant Surgeon, Pasteur Institute ...	150—350	150—350 <i>plus</i> C. A. 50	
Medical College			
Demonstrators (Medical Graduates) ...	200—500 <i>plus</i> C. A. 100	225—600 <i>plus</i> C. A. 125	
Selection Grade (One post) for Demonstrators.	.....	650—750 <i>plus</i> C. A. 125	
Curator	200—500 <i>plus</i> C. A. 100	225—600 <i>plus</i> C. A. 125	
Registrar (Surgery) -	200—500 <i>plus</i> C. A. 75	225—600 <i>plus</i> C. A. 75	
Registrar Obstetrics and Gynaecology ...	200—500	225—600	
Chemical Pathologist	200—500	225—600	
Assistant Radiologist	200—500	225—600	
Resident Surgeon, Gynaecology	200—500	225—600	
Matron	200—300	250—325	
Assistant Matron	150—200	175—275 <i>plus</i> an allowance of 25.	
Nursing Sister	140—190	150—250	
Nurse	55—100	70—150	
Radiographer	100—175	100—200	
Ganesh Das Hospital			
Medical Superintendent Ganesh Das Hospital	500—900	600—900	
Nursing Service			
Nursing Superintendent	500—900	600—900	
Reid Chest Hospital			
Superintendent	600—900 <i>plus</i> Conveyance Allowance of 25.	600—900 <i>plus</i> Conveyance Allowance of 50.	
Assistant Superintendent	200—500 <i>plus</i> S. P. 200	225—600 <i>plus</i> S. P. 200	
Resident Medical Officer	200—500 <i>plus</i> S. P. 100	225—600 <i>plus</i> S.P.100	For M. B. B. S.

Designation of the service or post	Existing scale of pay	Revised scale recom- mended by the Pay Committee	Remarks
Medical and Public Health			
	Rs.	Rs.	
Rural Health Inspectors ...	45—80	50—90	
Health Assistant ...	45—80	45—80	
Compounder ...	45—80	60—100	
Health Visitors ...	80—150	100—175	
Radiographer (Civil Hospital) ...	75—125	75—150	
Nurse ...	55—100	70—150	
Midwives ...	50—85	60—100	
Dhais ...	50—70	55—80	
Dressers ...	28—40	40—60	
Malaria Inspector ...	45—65	45—80	
Malaria Supervisor ...	65—85	65—90	
Vaccinator (Senior) ...	35—55	40—60	
Vaccinator (Junior) ...	28—45	35—45	
Ayurvedic College			
Principal ...	300—500	350—600	
Teachers, Ayurvedic subjects Diploma holders.	150—250	175—275	
Teachers, Medical subjects ...	200—500	225—600	For Medical Graduates.
Rashosala Assistant ...	150—250	175—275	
Teachers of Science ...	150—250	125—275	For Graduate.
Research Chemist/Lecturers on Science Subjects, etc.	175—450	225—500	For M. Sc. at least 2nd Class.
Store Assistant ...	55—100	60—125	
Laboratory Assistant and Plant Collector ...	45—80	50—90	
Agriculture			
Director of Agriculture ...	1,000—1,500	1,000—1,500	
Additional Director of Agriculture ...	250—800 (old) 250—750 (Revised)	800—1,150	
Assam Agricultural College			
Principal ...	500—1,000	800—1,150	
Vice-Principal ...	...	350—800 <i>plus</i> S. P. Rs.100	
Professors ...	250—750	350—800	For promoted M.A. and M.Sc. professors.
Lecturers ...	200—450	225—500	For M. A. and M. Sc. First Class M. A. or M. Sc. starts at a higher initial of Rs.250. Members of Agricultural Service Class I will get a special pay of Rs.50, Class II Officers special pay of Rs.50.

Designation of the service or post	Existing scale of pay	Revised scales recom- mended by the Pay Committee	Remarks
Class I			
	Rs.	Rs.	
Deputy Director of Agriculture	250—750	250—750	
Agricultural Engineer Economic Botanist, Agricultural Chemist, Mycologist.	250—750	250—750	
Class II			
District Agricultural Officer, Horticultural Development Officers, Entomologist.	200—450	200—500	
Assistant Economic Botanist, Agricultural Engineers, Assistant Deputy Director of Agriculture, Irrigation, Assistant Chemist.	200—450	200—500	
Subordinate Agricultural Service, Class I			
Agricultural Inspectors, Fruit Inspectors, Scientific Assistants, Farm Managers, Assistant Lecturer, Agricultural College, Production Assistant, Agriculture Assis- tant, Palm Gur Expert and others under this cadre.	100—250	<u>125—275</u> (for graduates) 100—250	
Class II (Skilled)			
Assistant Agriculture Inspectors, Assistant Farm Managers, Field Assistants, Labora- tory Assistant, Plant Collectors, Computers, Curer, Draftsman, Poultry Overseer, Taper Instructors and others under this cadre.	75—125	75—125	
Class III (Skilled)			
Agricultural Demonstrators, Fieldman, Junior Laboratory Assistants.	45—80	<u>60—100</u> (for trained Demonstrators, 55—80 (for untrained Demon- strators,)	
Skilled Malis	28—40	30—45	
Fishery Department			
Superintendent of Fisheries	200—450	200—500	
Fishery Engineer	200—450	200—500	
Fishery Officers	100—250	125—275	
Assistant Fishery Officers	75—125	75—125	
Fishery Demonstrators	55—100	60—100 for trained.	
Supervisors	55—100	60—100	
Driver-cum-Mechanic	40—100	60—100	
Computer	120—275	125—275	
Overseer	120—275		
Fishermen	35—45	35—45	
Boatmen	25—35	28—40	
Veterinary			
Director	450—800	800—1,150	
Class I			
Deputy Director, Animal Husbandry and Veterinary (Livestock) Physiological chemist and others in this cadre.	250—750	250—750	

Designation of the service or post	Existing scale of pay	Revised scales recom- mended by the Pay Committee.	Remarks:
Class II			
	Rs.	Rs.	
Assistant Deputy Director, Animal Husbandry and Veterinary Department (Livestock), District Animal Husbandry and Veteri- nary Officers, Farm Superintendents and others in this cadre.	200—450	200—500	
Subordinate Staff, Veterinary Section			
Veterinary Assistant Surgeons	100—250	150—300	
Supervisor Field Assistants	80—100	75—125	
Veterinary Field Assistants	45—80	60—100 55—80	for trained, for untrained.
Veterinary College			
Principal	500—1,000	600—1,000	
Professors	250—750	.....	Materials available not sufficient to enable the Committee to come to a decision. The Com- mittee leave the matter to Government to decide in the light of Com- mittee's recommen- dations in regard to allied posts.
Lecturer	200—450	225—500	For those having, M. A., M. Sc. degree or its equivalent.
Livestock Section			
Livestock Inspectors	100—250	125—275	
Farm Manager	100—250	125—275	
Assistant Farm Manager	75—125	75—125	
Livestock Demonstrator	45—80	60—100	Trained.
Poultry Demonstrator	45—80	60—100	Trained.
Milk Recorder	45—80	60—100	
Dairy-man	45—80	60—100	
Fieldman	45—80	60—100	For trained.
Assistant Inspector, Fodder	75—125	75—125	
Fodder Demonstrator	45—80	60—100	For trained.
Cattle Nutrition Scheme			
Assistant Chemists	100—250	125—275	
Field Assistant	75—125	75—125	
Laboratory Attendant	40—55	40—60	
Bull Attendants	33—40	30—45	
Cattle Attendants	33—40	30—45	
Laboratory Attendants	33—40	30—45	
Kamdars	25—35	28—40	
Dairyman	25—35	28—40	

Designation of the service of post				Existing scale of pay	Revised scale recommended by the Pay Committee	Remarks
				Rs.	Rs.	
Factory						
Deputy Chief Inspector of Factories	...	...	...	450—800	500—800	
Factory Inspector	...	...	...	250—600	225—600	Higher initial pay for specialised training.
Labour						
Labour Commissioner	..	...	...	800—1,000	800—1,150	
Deputy Labour Commissioner and Chief Inspector of Plantation.				450—800 plus special pay 150	600—900 (no special pay).	
Assistant Labour Commissioner	...	..	...	300—800	350—800	
Labour Officer	}	...	..	250—600	200—600	For future entrants. Higher initial pay may be allowed according to qualifications and experience.
Welfare Officer						
Labour Inspector	...	...	...	150—450	150—450	
Labour Investigator	...	...	...	100—200	125—275	
Chief Inspector of Boilers						
Chief Inspector of Boilers	...	...	...	800—1,100	800—1,150	
Inspector of Boilers	..	...	...	250—600	225—600	Higher initial for specialised practical training.
Draftsman	..	...	...	80—120	90—150	
Laboratory Assistant	...	...	...	45—65	50—75	
Public Works Department						
Chief Engineer	..	...	..	1,200—1,500	1,000—1,500	
Deputy Chief Engineer	..	..	...	800—1,100	800—1,150	
Superintending Engineer	..	..	...	800—1,100		
Executive Engineer and Assistant Chief Engineer, (Civil Mechanical and Electrical).				600—900	600—900	
Assistant Engineers (Civil Mechanical and Electrical).				200—600	225—600	Higher initial for special practical training.
				250—600		
Subordinate Engineering Service—Subdivisional Officers' including Subdivisional Officers (T. C.), (Civil, Mechanical and Electrical).	200—400	plus special pay of Rs. 50.	...	225—600		Subordinate Engineers when promoted to posts of Subdivisional Officer will get the scale of Assistant Engineer, the charge allowance of Rs.50 will be allowed to both.
Subordinate Engineering Service including Computers and Draftsmen (Civil Mechanical and Electrical).	120—275	...	...	125—275	plus free house or Rs 20 in lieu of free house.	They are to be given the designation of Subordinate Engineers.
Subordinate Engineering Service—Grade II (Civil, Mechanical and Electrical).	100—180				100—200	
Subordinate Engineering Service—Grade III and Surveyors (Civil, Mechanical and Electrical).	75—125				75—150	

Designation of the service or post					Existing scale of pay	Revised scale Recommended by the Pay Committee	Remarks
					Rs.	Rs.	
Trained Muhitirs, Work Sarkars	...	...	...	...	75—120	75—125	
Muhitirs and Store-keepers	...	...	...	...	45—80	50—90	
Tracers	...	...	...	...	55—100	60—100	
Work-charged Overseers	...	...	...	...	80—120	90—150	
Head Khalasis or Chainman	...	...	...	...	33—45	35—45	
Kha'as's and Blue printers	...	...	...	...	25—35	28—40	
Divisional Mechanics and Electricians	...	...	...	...	75—125	75—150	
Assistant Divisional Mechanics and Assistant Electricians.	...	...	...	...	45—100	60—100	
Driver for Bull-dozers	...	...	...	...	75—125	75—125	
Drivers for Tractors, Power Graders, Road Rollers.	...	...	...	...	45—80		
Drivers for Trucks and Staff Cars and Jeeps	...	...	...	...	45—100	60—100	
Drivers for Crushers, Granulators, Concrete Mixers and others Stationary Engines.	...	...	...	...	45—80	50—90	
Handyman for Trucks, Rollers and Tractors, etc.	...	...	...	...	33—45	35—45	
Electric Mistry	...	...	...	...	45—80	60—100	
Electric Jugali and Fireman	...	...	...	...	33—45	35—45	
Foreman	...	...	...	...	120—275	125—275 plus special pay Rs.25.	
1st Class Blacksmith	...	...	...	...	45—100	60—100	
1st Class Carpenter	...	...	...	...	45—100	60—100	
2nd Class Carpenter	...	...	...	...	45—80	50—90	
1st Class Fitter	...	...	...	...	75—125	75—150	
2nd Class Fitter	...	...	...	...	45—80	50—90	
1st Class Plumbers	...	...	...	...	75—125	75—150	
Water Works Fitters	...	...	...	...	75—125	75—150	
Electricity							
Chief Engineer	...	...	...	...	1,000—1,500	1,000—1,500	
Superintending Engineer	...	...	...	...	800—1,100	800—1,150	
Executive Engineer	...	...	...	...	600—900	600—900	
Assistant Engineer	...	...	...	...	250—600	225—600	
Foreman	...	...	...	...	120—275	125—275 plus S. P. Rs.25.	With higher initial for specialised practical training.
Overseer, Computer, Design Assistant, Senior Draftsman, Supervisor.	...	...	...	...	120—275	125—275	
Shift Operator, Field Assistant, Electrical Tester.	...	...	...	...	100—250	100—250	
Draftsman	...	...	...	...	100—180	100—200	
Linesman	...	...	...	...	100—180	100—200	

Designation of the service or post					Existing scale of pay	Revised scale recommended by the Pay Committee	Remarks
Electricity—concl'd.							
					Rs.	Rs.	
Mechanic	...	...	...	...	75—125	90—150	
Fitter	...	...	...	...	60—120	75—125	
Blacksmith	...	...	...	...	45—100	60—100	
Engine Drivers, Switch Board Attendants, Mohurrirs.					45—80	50—90	
Tracer	...	...	...	...	55—100	60—100	
Transport Department							
Secretary, Board of Control	...	...	...	...	800—1,200	...	(Not revised)
District Transport Officer	...	...	...	...	150—600	200—600	
Motor Vehicle Inspector...	...	...	...	...	150—300	175—450	
Government Press							
Superintendent	...	...	...	...	400—650	400—850	
Assistant Superintendent	...	...	...	...	225—325	250—400	
Foreman	...	...	...	...	120—220	150—300	
Head Reader	..	...	..	...	175—275	150—300	
Senior Reader	...	...	...	...	100—180	100—200	
Junior Reader	...	...	...	...	75—150	75—175 (for I.A.)	
Reviser	...	..	...	...	55—100	60—100	
Copy Holder	...	...	...	...	50—80	50—90	
Time Work Checker	..	...	...	...	75—120	75—150	
Section Holder	...	..	...	...	75—120	90—150	
Assistant Section Holder	..	...	...	...	55—80	60—100	
Type Caster	...	...	...	...	60—110	60—125	
Assistant Type Caster	...	...	...	...	40—75	55—80	
Head Type Supplier	..	...	..	...	40—50	50—75	
Type Supplier (A)	...	...	...	...	35—45	45—65	
Type Supplier (B)	...	...	...	...	28—40	30—45	
Press Supervisor	...	...	...	...	60—90	60—100	
Senior Mechanic	...	...	...	...	100—150	100—200	
Mechanic	...	...	...	...	55—100	60—125	
Senior Pressman	...	...	...	...	50—65	55—80	
Junior Pressman	...	...	...	...	40—50	45—65	
Galley Proof Pressman	...	...	...	...	35—45	35—55	
Form Proof Puller	...	...	...	...	35—45	35—55	
Inkman (1)	...	...	...	...	35—50	35—55	
Inkman (2)	...	..	...	...	28—37	30—45	
Flyboy	...	..	...	...	28—37	30—45	
Standing Form Keeper	...	...	...	...	55—80	60—100	
Head Impositor	...	..	...	...	45—65	50—75	

Designation of the service or post	Existing scale of pay	Revised scales recommended by the Pay Committee	Remarks
Government Press—concl'd.			
	Rs.	Rs.	
Impositor	35—50	40—60	
Forme Carrier	28—40	30—45	
Paper Damper and Roller Caster	40—50	45—65	
Bindry Jamader	50—75	50—90	
Book Binder	40—50	45—65	
Folder	35—45	35—55	
Counter	28—40	30—45	
Electric Mechanic	120—275	150—300	
Mono Mechanic	75—125	75—150	
Key Board Operator	70—120	75—125	
Caster Attendant	50—80	50—90	
Lino Operator	70—120	75—150	
Assistant Lino Operator... ..	50—80	50—90	
Section Writer	55—100	60—100	
Outturn Writer	50—75	60—100	
Bindery Clerk	50—75	50—90	
Stereo Typer	50—65	50—90	
Die Stamper	40—50	45—65	
Type Melter	35—45	35—55	
Compositor (I)	Piece Rate	Government may examine the question of converting piece-rate system to time-scale and also the question of granting the benefit of Contributory Provident Fund to the Compositors.	
Compositor (II)	Piece Rate		
Distributor	Piece Rate		
Computer	100—150	100—175	
Upper Division Assistant.. ..	100—150	125—175	
Lower Division Assistant.. ..	55—100	60—125	

Department of Taxes

Commissioner of Taxes	I. A. S. scale	I. A. S. scale or 1,000—1,500.	
Deputy Commissioner of Taxes	Proposed new post	800—1,150	
Assistant Commissioner of Taxes	Direct recruit Rs. 600—900, promoted Rs. 500—800	600—900	
Superintendent of Taxes and Agricultural Income-tax Officers.	175—600 } 150—600 }	200—700	
Deputy Superintendent of Taxes ... ..	...	175—500	
Inspector	150—300 }	150—450	There will be no Sub-Inspectors.
Sub-Inspector of Taxes	100—150 }		

Designation of the service or post	Existing scale of pay	Revised scale recommended by the Pay Committee	Remarks
Excise			
	Rs.	Rs.	
Deputy Commissioner of Excise ...	600—900	800—1,150	
Superintendent of Excise ...	150—600	200—700	
Deputy Superintendent of Excise ...	...	175—500	(To be filled up by promotion only.)
Inspector of Excise ...	100—300	150—450	
Assistant Inspector of Excise ...	45—80	50—90	
Excise Peon ...	25—35	28—40	
Community Project			
Project Officer ...	200—500	200—600	
Assistant Project Officer ...	150—450	175—450	
Registration			
Special Sub-Registrar ...	225—300	250—400	
Sub-Registrar ...	100—250	125—275	
Miscellaneous Departments—Election			
Assistant to the Chief Electoral Officer ...	250—750	250—750	
Election Officer ...	150—450	175—500	
Secretariat			
Lower Division Assistant ...	75—175	80—200	For Intermediates recruited through Assam Public Service Commission. Graduates may be given two advance increments.
Upper Division Assistant ...	200—300	200—325	
Assistant Superintendents ...	200—300 <i>plus S. P. of Rs.50.</i>	200—325 <i>plus S.P. of Rs. 50.</i>	
Superintendents ...	300—400	350—475	
Receptionist ...	100—200 <i>plus S.P. of Rs.30.</i>	200—325	
Stenographers			
Grade II ...	90—150 (Under-qualified)	100—200	(Under-qualified);
	100—200 (Qualified)	125—250	(Qualification Intermediate—Speed of 120 words per minute) Graduates two advance increments.
Grade I (Junior) ...	150—350	200—350	(For promoted Stenos with speed of 150 words per minute).
Grade I (Senior) ...	250—400	350—475	(Do).
Selection Grade ...	400—600	450—600	(Do):

Designation of the Service or post				Existing scale of pay	Revised scale recommended by the Pay Committee	Remarks
Heads of Department (Including Commissioner of Divisions)						
				Rs.	Rs.	
Personal Assistant to Commissioner	...	...	...	.....	300—450	plus S. P. of Rs. 50.
Superintendents	...	...	...	275—350	300—450	
Head Assistants	...	...	...	230—280	250—300	
Upper Division Assistants	...	...	...	150—225	175—275	
Lower Division Assistants	...	...	...	65—150	75—175	(Graduates may be given two advance increments).
District Offices						
Sheristadars (Revenue)	..	...	...	200—275	250—400	
Sheristadars (Judge's Court)	...	...	...	200—275	200—325	
Sadar Head Assistant	...	...	...	175—200	200—300	
Subdivisional Head Assistant	...	...	...	150—200	175—250	
Civil Sheristadars	...	...	...		150—250	
Treasurer	...	...	...	125—175	150—250	
Sadar Accountant	...	...	...	125—175	150—250	
Upper Division Assistant	...	...	...	100—150	125—175	
Lower Division Assistant	...	...	...	55—100	60—125	(Three advance increment for graduates.)
Nazir (Sadar)	...	...	...	100—150	125—175 plus S. P. of 30	
Subdivisional Nazir	...	...	...	100—150	125—175 plus S. P. 20	
Accountant Divisional Forest Officer's office.				100—150	125—175 plus S. P. 25	
Typists						
Typists in all offices in Shillong	...	...	...	60—100	60—125	Those passing speed test of Public Service Commission will get higher initial of Rs.75.
Typists outside Shillong	...	...	...	55—100	60—125	
Selection Grade Typists	...	...	...	100—140	125—175	

HEAD ASSISTANTS OF CERTAIN SUBORDINATE DISTRICT OFFICES

Government Press	...	...	...	200—250	200—300
Director of Surveys	...	...	...	150—225	175—250
Chief Inspector of Factories	...	...	...	150—225	175—250
Chief Inspector of Boiler	...	...	...	150—225	175—250
Superintending Engineer	...	...	...	150—225	175—250
Inspector of Schools	...	...	...	150—200	175—250
Inspectress of Schools	...	...	...	150—200	175—250
Cotton College	...	...	...	150—200	175—250
Medical College	...	...	...	150—200	175—250
Pasteur Institute	...	...	...	150—200	175—250

Designation of the Service or post.	Existing scale of pay.	Revised scale recom- mended by the Pay Committee.	Remarks
	Rs.	Rs.	
Executive Engineer	150—200	175—250	
Divisional Forest Office	125—175	150—250	
Deputy Director of Agriculture	125—175	150—250	
Superintendent of Police	125—175	175—250	
Taxation Unit Office	150—175	150—250	
State Malaria Office	125—175	125—175	
Subdivisional Public Works Department Office	100—150	125—175	
Civil Surgeon	100—150	125—175	
Assistant Registrar of Co-operative Societies	100—150	125—175	
Assistant Director of Public Health	100—150	125—175	
District Agricultural Officer	110—160	125—175	
Horticultural Development Officer	110—160	125—175	
Mycologist	110—160	125—175	
Economic Botanists	110—160	125—175	
Agricultural College	110—160	125—175	
Agricultural Engineer	110—160	125—175	
Agricultural Chemists	110—160	125—175	
Deputy Director of Veterinary and Animal Husbandry	110—160	125—175	
Deputy Director of Live stock	110—160	125—175	
Veterinary College	110—160	125—175	
Engineering College	110—160	125—175	
Reid Chest Hospital	100—150	125—175	
Ganesh Das Hospital	100—150	125—175	
Ayurvedic College	100—150	125—175	

**Institute of Engineering and Technology and Civil
Engineering School**

Head Assistant	110—160	125—175
Accountant	100—150	125—175
L. D. Assistant	60—110	60—125
Assistant Store-Keeper	50—75	55—80

Stationery office, Gauhati

Superintendent	200—300	200—300
Accountant	100—150	125—175
Lower Division Assistant	55—100	60—125
Packer	28—45	30—45

Designation of the Service of post					Existing scale of pay	Revised scale recommended by the Pay Committee	Remarks
Stationery office, Shillong							
Accountant	...	...	...	...	Rs. 150—200	Rs. 150—250	
Lower Division Assistant	...	...	...	...	55—100	60—125	
Supplier	...	...	...	...	30—45	30—45	
Special Branch, Criminal Investigation Department							
Head Assistant	...	...	...	...	275—350	300—450	
First Assistant	...	...	...	...	150—225	175—250	
Index Clerk	...	...	...	...	135—200	150—250	
Assistant Index Clerk	...	...	...	...	65—150	75—175	
Record Keeper	...	...	...	...	65—100	60—125	
Assistant Record Keeper	...	...	...	...	55—100		
Assistants	...	...	...	...	55—100		
IV Grade Government Servants							
Chaprasis, Orderlies, Pórters and Peons of all Offices including Office Chowkidars and all casual and contingency employees.					25—35	28—40	
Process Serving Peons					28—40	30—45	
Duftries and Jamadar Chaprasis other than those in the Secretariat.					28—40	35—45	
Duftries and Jamadar Chaprasis in the Secretariat					30—45	35—45	
Treasury Staff							
Potdar	...	...	...	...	45—75	55—80	
					55—80	60—100 (For Matric standard)‡	

सत्यमेव जयते

AGENTS IN INDIA

1. Messrs. Thacker Spink & Co., Calcutta.
2. Messrs. W. Newman & Co., Calcutta.
3. Messrs. S. K. Lahiri & Co., Calcutta.
4. Messrs. R. Cambray & Co., 6 and 8/2, Hastings Street, Calcutta.
5. Messrs. D. B. Taraporevala Sons and Co., 103, Meadow Street, Fort, Post Box No. 187, Bombay.
6. The Indian School Supply Depot, 309, Bow Bazar Street, Calcutta.
7. The City Book Company, Post Box No. 283, Madras.
8. The Director, The Book Company, Limited, Book Sellers and Stationers, 4/4A, College Square, Calcutta.
9. The Manager, The Imperial Publishing Co., 99 Ry. Road, Lahore.
10. Messrs. Chapala Book Stall, Shillong.
11. Messrs. Sirbhum Publishing Co., Calcutta.
12. The Proprietor, 'Graduates Union', Gauhati.
13. Mr. Banwarilal Jain (Book Seller), 1719/2002, Mati Katra, Agra (India).
14. Messrs. Low Book Society, 65/3, Harrison Road, Calcutta.
15. The Director, Benares Corporation, University Road, P.O. Lanka.
16. Messrs. Law Book Society, 4A, Wellington Square, Calcutta.
17. Messrs. Bodh Raj Marwah, Booksellers, Shop No. 63, Pusa Colony Market, Delhi-Karol Bagh, New Delhi.
18. The Oxford Book and Stationery Co., Scindia House, New Delhi/17, Park Street, Calcutta-16.
19. Messrs Mokshada Pustakalaya, Publishers and Book Sellers, Gauhati.
20. Messrs Popular Book Depot (Regd.), Booksellers, Publishers, etc., Lamington Road, Bombay-7.



APPENDIX VI

to

The Report of the Pay Committee, 1956



सत्यमेव जयते